# THE LABOUR GAZETTE

WORKING CONDITIONS IN MANUFACTURING, 1962 (p. 197)

DEPARTMENT OF LABOUR
Vol. LXIII No. 3
MARCH 29, 1963

COLLECTIVE BARGAINING SETTLEMENTS, p. 219

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**(Continued on page three of cover)**

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# Advisory Councils and Committees

**Six advisory bodies assist Minister of Labour and Department of Labour in many matters within their jurisdiction, and another reports through the Minister**

Six advisory bodies, on most of which labour has representation, assist the Minister of Labour and the Department of Labour in many matters within their jurisdiction: technical, vocational and apprenticeship training; technological education; and rehabilitation of disabled persons. Another advisory committee reports to Parliament through the Minister. Three advisory committees have been established under Acts of Parliament administered by the Department. One advisory body was set up as a subcommittee of one of these three.

Two advisory committees were convened by the Department to advise on certain of its research activities.

**The National Technical and Vocational Training Advisory Council** was established under the Technical and Vocational Training Assistance Act passed in 1960, which replaced the 1942 Vocational Training Co-ordination Act.

Consisting of 23 members appointed by the Governor in Council, with one member designated as chairman, the Council meets twice each year. Three of the present members represent employer organizations, and three represent employee organizations. Other members represent organizations of women, veterans, farmers, teachers and professional engineers, and provincial governments.

**The National Apprenticeship Training Advisory Committee,** formed under the former Vocational Training Co-ordination Act, is composed of a chairman and 11 members, representing the provinces, organized labour and employers.

This Committee advises on the drafting and administration of the federal-provincial Apprenticeship Training Agreement.

Establishment of the **National Advisory Committee on Technological Education** was recommended by the First National Conference on Technological Education in Canada in May 1961 (L.G. 1961, p. 546). At its first meeting, the National Technical and Vocational Training Advisory Council acted on the recommendation and set the Committee up as a subcommittee of the Council. The Committee, which consists of a chairman and 11 members, met for the first time in June 1961.

Its function is to advise on the development and co-ordination of interprovincial programs for educating technicians or technologists.

**The National Advisory Council on the Rehabilitation of Disabled Persons,** established under the Vocational Rehabilitation of Disabled Persons Act, passed in 1961, replaced a Committee having the same title.

The Council was appointed under the new Act to advise the Minister of Labour on matters relevant to the vocational rehabilitation of disabled persons.

The Act provides that the Council shall have 25 members: one member from each of the 10 provinces, ten members chosen on the joint recommendation of the Minister of Labour and the Minister of National Health and Welfare, and four members representing the Departments of Labour, National Health and Welfare and Veterans Affairs, and the Unemployment Insurance Commission, and one member to be chairman.

**The Advisory Committee on Professional Manpower** was convened by the Department of Labour in February 1956 "to serve as a forum for the exchange of ideas and opinions on the subject of professional and scientific manpower in Canada, and to act as a consultative body" to assist the Department in its work in this field (L.G. 1956, p. 391).

Representatives on this Committee come from professional associations, educational groups, and government departments and agencies.

**The Advisory Committee on Technological Change** was convened by the Department of Labour and met for the first time in November 1957 (L.G. 1957, p. 1420). Its function is to provide the Department with technical advice relative to its research on technological changes occurring in industry and their effects on manpower. The 20 members of this Committee represent labour, management and government, with one of its members representing university interests.

**The Unemployment Insurance Advisory Committee** was established under the Unemployment Insurance Act. The Committee consists, in the words of the Act, "of a chairman and not less than six nor more than eight other members appointed by the Governor in Council to hold office during pleasure.

(*Continued on page 199*)

# 50 Years Ago This Month

**Report of 1913 conciliation board in dispute between B.C. metalliferous mines and mineworkers over employees' demand for 50-cent-a-day wage increase rejects claim. Minority report by union nominee says increase requested was moderate**

The report of a conciliation board appointed under the Industrial Disputes Investigation Act, 1907, to inquire into a dispute between various owners of metalliferous mines in eastern British Columbia and their employees, which was received by the Minister on February 4, 1913, was published in the LABOUR GAZETTE of March of that year.

The majority report was signed by the chairman and the companies' nominee; a minority report was submitted by the miners' nominee.

The point at issue in the dispute was a claim by the men, about 1,200 of whom were directly affected, for a wage increase of 50 cents a day. The majority report stated that this claim had been made on two grounds: first, that the cost of living had increased, while there had been little increase in wages; and, second, that the price of metals had increased during the previous year.

The majority report dealt only with the contention that the cost of living had increased more than wages, and with the ability of the companies to pay the increase demanded. It did not directly refer to the increase in the price of metals as a ground for granting the men's demand.

The report mentioned some of the points brought out at the hearings regarding the financial position of the men. The facts mentioned included the following:

—The men demanded and obtained in both food and clothing the best of their kind, and this fact was more marked than it had been a few years before.

—The boarding house at which 80 per cent of the workers, including some married men, lived and which was maintained by the mine-owners, made a flat charge of $1 a day. This charge had remained constant throughout past years.

—The secretary of one of the unions, a married man whose monthly pay cheque averaged $88, was not in debt, owned his own house and some other real estate, and some mining stock bought out of his earnings. He carried no insurance.

—Another married man who boarded at the company's boarding house owned his own house in a nearby town, where his wife and four children lived for the sake of the children's education. He carried insurance and had a bank balance.

—A single man, 26 years old, said that he was qualified as a miner, timber framer and timber framer's helper. He earned from $3 to $4 a day, and he stated that he could not live as he considered he ought to be able to live on this wage. He went on to say that seven months at a time was as long as a miner could stand the work, day in and day out. Therefore he would only work about seven months in the year. He thought that a miner ought to have $1,800 a year to make life worth living, in other words a wage of $9 a day.

—Another single man said that he could not live on his present wage. He admitted, however, that since he had come to British Columbia in 1895 he had, as the report put it, "put into the ground in mineral claims which he owned between $6,000 and $7,000, including his own time, and that this came from his earnings as a miner."

The majority report said that, although there might be some shyness or diffidence in coming forward, "if the claim for an increase had been deeprooted in the increased cost of living, witnesses would not have been lacking."

Considering the evidence given by the men and the companies, the majority report stated that the opinion of the board was that "the present conditions in this district and in the mines concerned do not justify any increase in the scale of wages prevailing . . . or any disturbance of the relations now existing between employees and employers . . ."

The miners' representative, in his minority report, dealt first with the claim to a wage increase based on the increase in the price of metals. He entirely rejected this as grounds for a wage claim, saying in part, "The worker selling his only commodity (physical and mental energy) is subject to these inexorable economic laws, i.e., cost of production and the law of supply and demand; hence, the higher or lower price of metals is, in plain English, none of his business."

His final conclusion was that if, as the evidence showed, the men's standard of living had fallen owing to the rise in prices, the increase asked for was a moderate one.


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## Modify Terms for Federal Aid to School Construction

A modification was announced last month in the arrangements for the federal Government's contribution toward provincial expenditures in respect to technical and vocational training construction projects under the Technical and Vocational Training Assistance Act. The 75-per-cent federal contribution will now apply to that part of the construction carried out before October 1, 1963 on approved projects for which contracts have been awarded before April 1, 1963.

This is similar to a provision made last fall covering the purchase and installation of equipment in technical and vocational schools.

Before the modification, the federal contribution was scheduled to be reduced on April 1 from 75 to 50 per cent.

The Minister of Labour said, when announcing the modification, that the main purpose of the contribution of 75 per cent during the initial period of the joint-federal-provincial agreement was to stimulate the development of much needed training facilities. In spite of their best efforts, some provinces have been unable to make as much progress in developing their new training facilities by March 31, 1963 as they planned and thus it is desirable to have the 75-per-cent federal contribution apply over a further six-month period.

Up to mid-February, federal approval had been given for new construction on 468 technical and vocational high schools, institutes of technology and trade schools across Canada. These facilities will provide accommodation for 130,000 students.

The estimated cost of these projects, additions, alterations and equipment will be in excess of $457,000,000, of which the federal Government contribution totals $292,000,000.

## Technician in Science, Engineering Is Subject of New Monograph

A new release in the "Canadian Occupations" series of occupational monographs, *Technicians in Science and Engineering*, instead of being concerned with only one occupation, deals with a whole group of occupations, the scientific and engineering technician occupations.

These occupations are similar in that they all require knowledge that cannot be picked up in the course of a normal day's work. They require a knowledge of physical sciences, engineering and mathematical subjects such as can be obtained by completion of a prescribed course of study at an institute of technology, or its equivalent in part-time studies.

"Scientists are reaching into the future to discover new laws and principles; engineers are applying those laws and principles to provide us with a myriad of goods and services which were unknown at the turn of the present century," the bulletin says. But the scientists and engineers require the assistance of "the services of many people with varied backgrounds and with many different kinds of skill, knowledge and experience." It is with this group that the new bulletin is concerned.

The publication deals with the history and importance of these technicians, the nature of their work, their fields of work—i.e., electrical, mechanical, aeronautical, etc.,—their preparation and training, their advancement and earnings, the organizations that represent them, their outlook for employment, and the ways in which they may seek and find employment.

The monograph is profusely illustrated with photographs of many scientific and engineering technicians at work.

## Appeals to Umpire Increase; 255 Received during 1962

The office of the Umpire, Unemployment Insurance Commission, received a total of 255 appeals in 1962, compared with 174 in 1961. In addition, 50 appeals were carried over from 1961, compared with a carry-over of 43 appeals from 1960 to 1961.

Appeals disposed of during the year numbered 237, leaving 68 pending on December 31, 1962. Appeals disposed of during 1961 numbered 167; during 1960 there were 126.

The Umpire signed 211 decisions in 1962, compared with 166 in 1961 and 121 in 1960.

Most appeals concern benefit cases; only a few are coverage cases. Of the appeals in 1962, only 27 were coverage cases; 278 were benefit cases.

## Hold Third Labour-Management-University Seminar at Saskatoon

At the end of a two-day national labour-management seminar in Saskatoon at the end of January, labour and management leaders agreed on the urgent need to co-operate for the common good in solving economic and social problems confronting Canada.

More than 100 delegates representing labour, management, government, education and agriculture met under the sponsorship of the University of Saskatchewan, the Saskatchewan Productivity Council and the National Productivity Council.

The first and second seminars were conducted at Kingston in March 1962 and Halifax in September 1962. The Saskatoon seminar was followed at the same location on January 25 by the 11th regular meeting of the NPC.

The meeting recommended that "continuing labour - management - government - university conferences be held, the participants to be from top levels of each field and the body to be constituted on a formalized basis."

The proposed body should have "the objective of identifying—and agreeing upon —common problems that appear to be capable of solution by co-operative efforts."

Another recommendation adopted by the delegates declared that "a change in attitude is required in order that a better spirit of trust and co-operation between labour and management be created."

The seminar recommended that, "to overcome prejudicial attitudes of management and labour toward each other, both groups consider it a necessity that top level meetings, such as this seminar, must continue in order to overcome the two great fallacies of labour-management philosophy: that management does not believe in employee security and that labour does not believe in the profit system."

The meeting recommended also that the National Productivity Council provide a wide distribution of the report of last year's mission to Europe (L.G., Nov. 1962, p. 1261) so that it might be used as study material for labour and management groups, and that the Council consider providing speakers to aid in the dissemination of the report's contents.

A final resolution urged the NPC to "explore the feasibility of developing discussion at the national level by groups fully representative of employees and employers and with adequate regional representation of each."

At the seminar, Dr. A. E. Safarian, Head of the Economic and Political Science Department, University of Saskatchewan, told the participants that the challenge to the Canadian economy in the next decade would be to compete in world markets. Speaking on "The Economic Facts in Canada Today," he asserted that major organizational changes and more specialization in product lines within the context of full employment were required to generate greater demand in domestic and foreign markets.

Three major sources of economic growth, requiring greater emphasis in Canada, were defined by Dr. Safarian as education and training, the advance and application of technological and organizational knowledge, and the growing size of markets. He suggested that increases in the size of the labour force and capital investment may have been over-emphasized in the past as economic growth factors.

Canada had not yet fully recognized the role of increased productivity in achieving greater economic growth, he added. The key to raising productivity in secondary manufacturing industries was to increase the size of the market, he stressed.

Labour leaders at the seminar expressed serious concern over current economic and social problems such as balance of payments and unemployment. They stated that the Canadian labour movement remains ready to participate in high level labour-management-government joint consultation and co-operation projects provided economic planning for full employment is accepted. They also wanted recognition of trade unions as economic partners with freedom to organize a higher percentage of the labour force.

Members on joint consultative bodies must officially represent central labour and management organizations to be effective, they emphasized, and such bodies should be recognized as advisors to the government on economic as well as productivity matters.

The seminar was told in a luncheon address by H. George DeYoung, Chairman of the National Productivity Council, that Canada's competitive ability could not be improved until a climate of co-operation and trust between management and labour had been established.

Oakley Dalgleish, Editor and Publisher of the *Globe and Mail,* Toronto, guest dinner speaker, declared that management and labour must change their traditional attitudes toward each other at the local as well as the national level in order to achieve real labour-management co-operation.

## Government Employees Report 18,800 Work Injuries in 1961-62

With a total of 228,000 employees covered by the Government Employees Compensation Act during the fiscal year 1961-62, the number of work injuries reported was 18,762, according to the 10th annual report of the Government Employees Compensation Branch of the Department of Labour. Employees covered numbered 3,000 more than in the previous year; injuries reported, 380 more.

In other words, one employee in every 13 had an accident of some kind. Of these injuries, however, 11,709 were minor.

Compensation was paid in 2,870 cases, injury leave cases numbered 3,582, and 566 claims were rejected. Permanent disabilities numbered 11, and fatalities, 24. The number of claims settled during the year was 18,010.

The total cost of all compensation benefits paid was $2,468,192, an increase of 5 per cent compared with the previous year. This sum does not include the amounts paid to the 10 provincial Workmen's Compensation Boards for their services under the Act, which totalled $290,100 during the year. A total of $489,770, however, was recovered from certain crown agencies.

The total direct cost of accidents and injuries suffered by persons employed in the federal public service was $3,445,000. This amounts to a little more than $15 per person for all employees covered by the Act. The total number of days lost was 107,956, the equivalent of year-round employment for about 450 employees.

## Industrial Relations Conference Planned by B.C. Government

The establishment of a planning committee to organize the British Columbia Conference on Industrial Relations was announced last month. The holding of the conference, on June 26-28, was announced in the Speech from the Throne in the provincial Legislature.

The planning committee consists of representatives of trade unions, employers organizations, the University of British Columbia, and the provincial Department of Labour. Dr. J. T. Montague, formerly of the federal Department of Labour, and now Director of the Industrial Relations Institute of the University of British Columbia, is one of the members of the planning committee.

Hon. L. R. Peterson, Minister of Labour for British Columbia, said in speaking before the Legislature on the subject that the purpose of the conference was to bring together representatives of management and labour to discuss their common problems in collective bargaining at a time other than during such bargaining, and to hear the views of speakers who have a special knowledge of the subject.

The purpose and objectives of the conference will be: (1) To identify the objectives of collective bargaining; (2) To identify areas of co-operation between government, labour, and industry with respect to industrial relations in British Columbia; and (3) To identify possible studies and co-operative programs.

Representatives of trade unions, employers, employers' organizations, and other interested parties are being invited to attend.

Other members of the planning committee are: R. B. McDonell, representing the Canadian Manufacturers' Association, (B.C. Division); E. P. O'Neal, representing the British Columbia Federation of Labour; R. K. Gervin, representing the Vancouver Builders Exchange; H. F. Taft, representing the Vancouver and New Westminster and District Building and Construction Trades Council; John Billings, representing Forest Industrial Relations Limited; and F. Fieber, representing the International Woodworkers of America.

## Current Reports on Progress Of Labour Bills Now Available

Seven of the provincial Legislatures were in session on February 20, and the remainder were expected to open shortly. The Speeches from the Throne indicated that a number of bills of interest to labour would be introduced.

The Ontario Speech from the Throne stated that the House would be asked to pass the Ontario Portable Pensions Bill and to amend safety legislation, including The Construction Hoists Act, The Construction Safety Act and The Boilers and Pressure Vessels Act. The Labour Relations Act is to be amended and legislation to give civil servants bargaining rights and to establish a Civil Service Arbitration Board is to be introduced.

The Quebec Speech from the Throne indicated that amendments to the labour relations legislation and to the Workmen's Compensation Act would be introduced.

In British Columbia, the Minister of Labour, in an address during the debate on the Speech from the Throne, stated that amendments to the Labour Relations Act would be introduced, which would "enable grievances to be settled more expeditiously

than previously at very little cost to the parties involved."

The Department's Legislation Branch has issued the first of the 1963 series of mimeographed reports on the labour bills and other bills of general labour interest that have been introduced.

The reports cover the provisions of each bill and follow its progress from the time the bill is introduced to the point where it receives Royal Assent or is dropped. These current reports are intended to provide more up-to-date information than it is possible to give in the monthly issues of the LABOUR GAZETTE. At the close of the sessions the major developments of the year will be reported in the Labour Law section of the LABOUR GAZETTE.

Single copies of these reports are available from the Legislation Branch, Department of Labour, Ottawa.

## Old Age Assistance Recipients Increase in Fourth Quarter

The number of persons receiving old age assistance in Canada, and the number receiving blind persons' allowances increased in the fourth quarter of 1962, the Department of National Health and Welfare reports. The number receiving disabled persons' allowances decreased.

Federal expenditures during the quarter increased for old age assistance and blind persons' allowances but decreased for disabled persons' allowances.

**Old Age Assistance**—The number of persons receiving old age assistance in Canada increased from 102,030 at September 30 to 103,032 at December 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $9,522,575.23 for the quarter, compared with $9,476,499.25 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $279,661,570.97.

At December 31, 1962, the average monthly assistance in the provinces ranged from $58.97 to $63.10. In all provinces and the Territories, the maximum assistance paid was $65 a month.

**Blind Persons' Allowances**—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,554 at September 30 to 8,611 at December 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $1,217,688.81 for the quarter, compared with $1,212,406.63 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $39,350,338.12.

At December 31, 1962, the average monthly allowance in the provinces ranged from $58.96 to $63.97. In all provinces and the Territories, the maximum allowance paid was $65 a month.

**Disabled Persons' Allowances**—The number of persons in Canada receiving allowances under the Disabled Persons Act decreased from 50,493 at September 30 to 50,423 at December 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $4,865,570.91 for the quarter, compared with $4,891,247.80 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $103,301,165.68.

At December 31, 1962, the average monthly allowance in the provinces ranged from $63.59 to $64.66. In all provinces and the Territories, the maximum allowance paid was $65 a month.

## U.S. Department of Labor Marks 50th Anniversary

The United States Department of Labor on March 4 celebrated the 50th anniversary of its founding in a day of ceremonies that culminated in a dinner attended by President Kennedy.

Three former Secretaries of Labor took part in the festivities: Frances Perkins, James P. Mitchell and Arthur J. Goldberg.

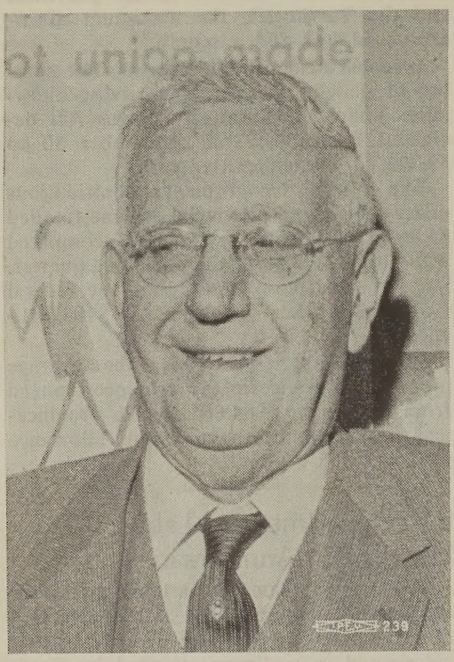
One of the events of the day was the opening of a new permanent exhibit hall in the courtyard of the Department of Labor building. This exhibit consists of pictures, historical objects, and records illustrating the history of the labour movement and the Labor Department.

The law that established the Department was signed by President William Taft on March 4, 1913, the day on which President Woodrow Wilson was inaugurated. For a number of years the Department remained a collection of practically autonomous bureaus under one roof. Only during the past decade, under Secretaries Mitchell, Goldberg, and W. Willard Wirtz, has it developed into a centralized, cohesive unit.

The process of reorganizing the Department, however, began under Secretary Maurice J. Tobin. It was accelerated under Mr. Mitchell, and has been continued under Mr. Goldberg and Mr. Wirtz.

The Manpower Development and Training Act of 1962 marked an important step in the progress of the Department, enabling it to combine its efforts with those of the Department of Health, Education and Welfare in establishing training programs designed to train unemployed workers for new jobs.

## Plumbers' John W. Bruce Retires After 52 Years as Organizer



*—Bill Rose, Winnipeg Free Press*

John W. Bruce, O.B.E., a general organizer in Canada for the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) for more than 52 years, retired in late January.

Mr. Bruce, now in his 88th year, was first elected a general organizer of the Plumbers in 1910. He was re-elected at all subsequent conventions.

The labour leader was born in Melbourne, Australia, and began his union career when he was initiated into Local 46 of the union in Toronto in 1906.

John W. Bruce was a delegate to every convention of the Trades and Labour Congress of Canada for almost 50 years. During the Second World War he served on the Advisory Committee on Industrial Hygiene; he served five consecutive terms as labour representative on the Dominion Council of Health.

In 1945 he was nominated by the TLC as a labour representative on the postwar Committee on Reconstruction and Rehabilitation, and was appointed chairman of the Committee.

On King George VI's Honours List on July 1, 1946, Mr. Bruce was made an Officer of the Order of the British Empire (O.B.E.).

## In Parliament Last Month

(*page numbers refer to Hansard*)

On January 29, during consideration in committee of Bill C-87, to provide for the establishment of a national economic development board, the House passed an amendment to the bill, moved by a private member, that required "consultation with the principal organizations representive of trade unions, farmers and other groups as the Governor in Council may determine" before appointments to the board were made (p. 3225 and 3241).

On January 30, Bill C-110, to amend the Unemployment Insurance Act to bring employees in agriculture under the provisions of the Act was introduced by a private member and read the first time (p. 3251). The 1962-63 estimates of the Department of Labour were introduced by the Minister of Labour, and considered in committee of supply (3266).

On February 1, Bill C-23, to amend the Industrial Relations and Disputes Investigation Act to establish a new system of negotiation and conciliation under the Act (L.G., Nov. 1962, p. 1240) was withdrawn (p. 3366).

On February 4, the Leader of the Opposition moved a non-confidence motion (p. 3409). Later, R. N. Thompson (Red Deer), leader of the Social Credit party, moved an amendment to the amendment, which also expressed non-confidence in the Government (p. 3414).

February 5, after further long debate, the amendment to the amendment was passed on division by 142 votes to 111. Then, the amendment as amended was passed by the same majority (p. 3462). The Prime Minister thereupon announced his intention of advising His Excellency the Governor General the next day and the House adjourned. The 25th Parliament was dissolved on February 6.

At dissolution, the following bills of labour interest had not passed second reading: Bill C-25, to amend the Merchant Seamen Compensation Act; Bill C-26, to amend the Railway Act (responsibility for dislocation costs); Bill C-43, to amend the Canada Fair Employment Practices Act (age discrimination); Bill C-61, to amend the Annual Vacations Act; Bill C-70, to provide for the safety of persons employed (federal works); Bill C-83, respecting industrial change and manpower adjustment; Bill C-85, to limit the hours of work for employees (federal works); Bill C-87, to provide for the establishment of a National Economic Development Board; Bill C-89, to amend the Criminal Code (peaceful picketing).

# Working Conditions in Manufacturing, 1962

**Proportion of plant workers in Canadian industry who are eligible for four-week vacation with pay has risen from 26 per cent in 1959 to 36 per cent in 1962; of office employees, proportion rises from 32 to 47 per cent over same period**

The proportion of plant workers in the Canadian manufacturing industry who are in establishments granting a four-week vacation with pay has risen from 26 per cent in 1959 to 36 per cent in 1962. The proportion in establishments granting a three-week vacation increased from 71 to 73 per cent.

Over the same period, the proportion of office employees eligible for a four-week vacation with pay rose from 32 to 47 per cent, and for a three-week paid vacation, from 82 to 84 per cent.

And the greatest proportion of both plant and office workers required a shorter period of service in 1962 than in 1959 to qualify for the longer vacation. In 1959, for a three-week vacation, 47 per cent of plant workers had to have 15 years service; in 1962, only 34 per cent required this length of service and almost the same proportion, 35 per cent, required service of less than 15 years. Of office employees, 49 per cent in 1959 had to serve 15 years for a three-week vacation; last year only 31 per cent did, and 50 per cent required less than 15 years service for a vacation of that length.

**TABLE 1—SUMMARY OF SELECTED WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING**

| | Percentage of Plant Employees | | | |
|---|---|---|---|---|
| | 1962 | 1961 | 1960 | 1959 |
| | % | % | % | % |
| **Standard Weekly Hours** | | | | |
| 40 and under | 72 | 72 | 70 | 70 |
| Over 40 and under 44 | 8 | 8 | 10 | 9 |
| 44 | 4 | 4 | 4 | 5 |
| 45 | 8 | 8 | 8 | 8 |
| Over 45 and under 48 | 1 | 1 | 1 | 1 |
| 48 | 4 | 4 | 4 | 4 |
| Over 48 | 3 | 3 | 3 | 3 |
| Employees on a 5-day week | 90 | 90 | 90 | 89 |
| **Vacations with Pay** | | | | |
| Two weeks | 88(1) | 88(1) | 86(1) | 94(1) |
| After: 1 year or less | 24 | 23 | 20 | 23 |
| 2 years | 12 | 13 | 14 | 14 |
| 3 years | 26 | 26 | 26 | 28 |
| 5 years | 23 | 23 | 24 | 26 |
| Other periods | 3 | 3 | 2 | 3 |
| Three weeks | 73 | 72 | 72 | 71 |
| After: Less than 10 years | 7 | 7 | 6 | 5 |
| 10 years | 21 | 19 | 11 | 8 |
| 11–14 years | 7 | 6 | 4 | 4 |
| 15 years | 34 | 35 | 45 | 47 |
| 20 years | 3 | 2 | 2 | 3 |
| Other periods | 1 | 3 | 4 | 4 |
| Four weeks | 36 | 33 | 31 | 26 |
| After: 25 years | 25 | 27 | 25 | 22 |
| Other periods | 11 | 6 | 6 | 4 |
| Vacations which do not vary with length of service | 11(1) | 11(1) | 12(1) | (1) |
| One week | 5 | 5 | 5 | — |
| Two weeks | 5 | 6 | 7 | — |
| **Paid Statutory Holidays** | 95 | 96 | 96 | 95 |
| 1 to 5 | 8 | 9 | 10 | 10 |
| 6 | 5 | 6 | 5 | 7 |
| 7 | 8 | 8 | 8 | 9 |
| 8 | 52 | 53 | 53 | 52 |
| 9 | 18 | 16 | 15 | 14 |
| More than 9 | 3 | 3 | 3 | 3 |
| Number not stated | 1 | 1 | 2 | — |

(1)In the questionnaires used in the surveys for 1959 and previous years, no distinction was made between vacation policies which provided for increasing vacation periods as service increased and vacation policies which provided for vacations of one stated period, regardless of length of service. In 1960, 1961 and 1962 this variation of policy was provided for in the survey questionnaire. In comparing the statistics on vacations for 1960, 1961 and 1962 with those of previous years, the percentages of employees shown as being granted vacations under either of these two policy types must be added together.



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These were the most pronounced changes evident in a tabulation of returns to the Department's annual survey of working conditions. The information obtained in the survey, for other industries as well as manufacturing, has just been published in *Working Conditions in Canadian Industry, 1962* (see box). Nearly 20,000 establishments employing 2,031,000 were surveyed.

Changes in other working conditions were negligible. The proportion of plant workers with a scheduled work week of 40 hours and under has been 72 per cent for the past two years, and the proportion on a five-day week has been 90 per cent for the past three. For office employees, the proportion on a scheduled work week under 37½ hours has risen in the past year to 29 per cent from 27 per cent, and on a five-day week, from 96 to 97 per cent.

The percentage of workers employed in establishments where a four-week paid vacation is allowed has increased markedly in each recent year. Among plant workers, the percentage increased from 26 in 1959 to 31 in 1960, to 33 per cent in 1961, and to 36 per cent in 1962. Among office workers, the percentages rose from 32 in 1959, to 37 in 1960, to 41 in 1961, and to 47 in 1962.

Summaries of selected working conditions in manufacturing in the years 1959 to 1962, for plant and office workers respectively, are given in the accompanying tables. The percentages given in the tables are the proportions that employees of establishments reporting certain items bear to the total number of employees in all manufacturing establishments that replied to the survey questionnaire. They are not necessarily the proportions of employees actually affected by the various provisions.

## Plant Workers

A work week of 40 hours continued to be the standard for 72 per cent of plant workers in 1962. This was the same percentage as in 1961, and only 2 per cent more than in 1960 and 1959. Employees on a five-day week amounted to 90 per cent of all plant workers in 1962, for the third year in succession. This was only 1 per cent more than in 1959.

**TABLE 2—SUMMARY OF SELECTED WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING**

| | Percentage of Office Employees | | | |
|---|---|---|---|---|
| | 1962 | 1961 | 1960 | 1959 |
| | % | % | % | % |
| **Standard Weekly Hours** | | | | |
| Under 37½ | 29 | 27 | 27 | 27 |
| 37½ | 42 | 43 | 43 | 42 |
| Over 37½ and under 40 | 7 | 8 | 8 | 9 |
| 40 | 19 | 18 | 18 | 18 |
| Over 40 | 3 | 4 | 4 | 4 |
| Employees on a 5-day week | 97 | 96 | 95 | 95 |
| **Vacations with Pay** | | | | |
| Two weeks | 92[1] | 91[1] | 90[1] | 98[1] |
| After: 1 year or less | 85 | 82 | 79 | 89 |
| 2 years | 5 | 7 | 7 | 6 |
| 3 years | 1 | 1 | 1 | 2 |
| 5 years | 1 | 1 | 2 | 1 |
| Other periods | — | — | 1 | — |
| Three weeks | 84 | 83 | 83 | 82 |
| After: Less than 10 years | 8 | 7 | 7 | 6 |
| 10 years | 33 | 28 | 22 | 17 |
| 11–14 years | 9 | 7 | 4 | 6 |
| 15 years | 31 | 38 | 46 | 49 |
| 20 years | 2 | 2 | 2 | 2 |
| Other periods | 1 | 1 | 2 | 2 |
| Four weeks | 47 | 41 | 37 | 32 |
| After: 25 years | 31 | 31 | 28 | 25 |
| Other periods | 16 | 10 | 9 | 7 |
| Vacations which do not increase with length of service | 7[1] | 7[1] | 10[1] | [1] |
| One week | 1 | 1 | 1 | — |
| Two weeks | 6 | 6 | 9 | — |
| **Paid Statutory Holidays** | 99 | 99 | 99 | 99 |
| 1 to 6 | 4 | 5 | 4 | 5 |
| 7 | 7 | 6 | 7 | 8 |
| 8 | 58 | 58 | 60 | 58 |
| 9 | 24 | 23 | 22 | 23 |
| More than 9 | 5 | 6 | 5 | 5 |
| Number not stated | 1 | 1 | 1 | — |

[1]See Table 1, footnote [1].

## Working Conditions in Canadian Industry, 1962

*Working Conditions in Canadian Industry, 1962* has just been issued by the Labour-Management Division of the Economics and Research Branch, Department of Labour. The 137-page report contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, retirement policy, industrial medical services, health benefit plans, and the proportion of employees covered by collective agreements.

The industries covered are: manufacturing, mining, land and air transportation, storage, public utilities and communications, municipal public works, hotels, restaurants and insurance.

The data, for both non-office and office employees, are presented by industry. The data for the manufacturing industry are presented by province and by Canada totals.

The report draws together in tabular form the information obtained from the Department's annual survey of working conditions that was conducted on May 1, 1962. The statistical tables summarize the information received from nearly 20,000 employing establishments. Of the 2,031,000 workers employed by these establishments, 593,000 were classified as office workers and 1,438,000 as plant or non-office workers.

The report, in English and in French editions, is available from the Queen's Printer, Ottawa, at 35 cents a copy.

Except for the increase in the number of employees in establishments where a four-week vacation was possible, which has already been noted, there was little change in the provisions concerning vacations with pay. Two-week vacations were given in plants employing 88 per cent of the workers in 1962 and 1961. In 1960 the percentage was 86—a substantial drop from 1959, when the percentage was 94.

Three-week vacations were attainable in 1962 in plants employing 73 per cent of all employees. Percentages in previous years were 72 in 1961 and 1960, and 71 in 1959.

There was little change during the four years in the provisions regarding the number of paid holidays allowed, except for an increase in the percentage of employees working in plants where nine statutory holidays a year were allowed. The percentage of employees in these plants increased steadily from 14 in 1959 to 18 in 1962.

### Office Employees

The prevailing work week for a large percentage of office workers continues to be one of 37½ hours or less, but between 1959 and 1962 there was little change in the percentage of workers affected: it increased by only 2 per cent from 69 in 1959 to 71 in 1962. This increase was entirely confined to those who worked less than 37½ hours.

Provisions for vacations with pay of two or three weeks followed almost the same pattern for office employees as for plant workers, although the percentages of employees affected was higher for all lengths of vacation for office than for plant workers. The increases in the proportion of office workers who may become eligible for a three- or four-week vacation has already been mentioned.

In all of the four years under review, less than 5 per cent of the office workers were employed in establishments where fewer than six paid statutory holidays were allowed. Compared with plant workers, however, the increase in the proportion of office employees who are entitled to nine holidays a year has been insignificant, the 24 per cent so entitled being only 1 per cent more than in 1959. There was little change in the proportion of office employees who get fewer than nine holidays a year.

## Department of Labour Today

(*Continued from page 190*)

"At least one of the members of the Advisory Committee, other than the chairman, shall be appointed after consultation with organizations representative of workers and an equal number after consultation with organizations representative of employers."

The duties of the Committee are to advise and assist the Unemployment Insurance Commission, to report on the condition of the Unemployment Insurance Fund, and recommend amendments to the act if the Fund is, or is likely to become, insufficient to discharge its liabilities, and also if the Fund is and is likely to continue to be "more than reasonably sufficient to discharge its liabilities."



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# Latest Labour Statistics

| Principal Items | Date | Amount | Percentage Change From Previous Month | Percentage Change From Previous Year |
|---|---|---|---|---|
| *Manpower* | | | | |
| Total civilian labour force (a)....(000) | February | 6,496 | 0.0 | + 1.1 |
| Employed....(000) | February | 5,951 | − 0.1 | + 1.9 |
| Agriculture....(000) | February | 532 | − 1.1 | − 7.3 |
| Non-agriculture....(000) | February | 5,419 | 0.0 | + 2.9 |
| Paid workers....(000) | February | 4,942 | − 0.1 | + 3.6 |
| At work 35 hours or more....(000) | February | 5,103 | − 0.3 | + 1.8 |
| At work less than 35 hours....(000) | February | 683 | + 2.2 | + 2.6 |
| Employed but not at work....(000) | February | 165 | − 3.5 | + 3.8 |
| Unemployed....(000) | February | 545 | + 0.7 | − 6.5 |
| Altantic....(000) | February | 87 | − 1.1 | − 7.5 |
| Quebec....(000) | February | 200 | + 4.2 | − 1.5 |
| Ontario....(000) | February | 135 | + 3.8 | − 16.2 |
| Prairie....(000) | February | 71 | − 2.7 | − 1.4 |
| Pacific....(000) | February | 52 | − 10.4 | − 1.9 |
| Without work and seeking work....(000) | February | 512 | + 1.8 | − 5.0 |
| On temporary layoff up to 30 days....(000) | February | 33 | − 13.2 | − 25.0 |
| Industrial employment (1949=100)....| December | 120.4 | − 3.1 | + 2.2 |
| Manufacturing employment (1949=100)....| December | 111.1 | − 3.1 | + 3.0 |
| Immigration....| 1st. 9 mos. 1962 | 56,568 | — | + 0.7 |
| Destined to the labour force....| 1st. 9 mos. 1962 | 28,506 | — | + 2.3 |
| *Strikes and Lockouts* | | | | |
| Strikes and lockouts....| February | 37 | + 54.2 | − 15.9 |
| No. of workers involved....| February | 7,002 | + 53.6 | − 35.5 |
| Duration in man days....| February | 75,280 | − 5.7 | + 4.5 |
| *Earnings and Income* | | | | |
| Average weekly wages and salaries (ind. comp.).. | December | $78.57 | − 3.6 | + 1.9 |
| Average hourly earnings (mfg.)....| December | $1.93 | + 1.6 | + 2.7 |
| Average hours worked per week (mfg.)....| December | 37.5 | − 9.0 | − 3.4 |
| Average weekly wages (mfg.)....| December | $72.53 | − 7.1 | − 0.4 |
| Consumer price index (1949=100)....| February | 132.1 | + 0.1 | + 1.8 |
| Index numbers of weekly wages in 1949 dollars (1949=100)....| December | 131.6 | − 7.2 | − 2.2 |
| Total labour income....$000,000. | December | 1,662 | − 3.0 | + 4.8 |
| *Industrial Production* | | | | |
| Total (average 1949=100)....| January | NOT AVAILABLE | | |
| Manufacturing....| January | | | |
| Durables....| January | | | |
| Non-durables....| January | | | |

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

# Industrial and Geographic Distribution of Union Membership in Canada, 1962

**Survey of individual union locals provides breakdown of union membership in Canada—almost million and half—by industry, province, labour market area**

Union membership in Canada at the beginning of 1962 totalled 1,423,000, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses, and independent local organizations.

The data obtained from the survey were published in the 1962 edition of *Labour Organizations in Canada,* a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables on the following pages supplement the information included in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on information obtained in a separate survey directed, at the beginning of the year, to individual local unions across the country. In this survey, each local union was requested to report the total number of its members, and the industry and location in which all or most of them were employed.

Table 1 gives a distribution of union membership by industry on the basis of the revised DBS Standard Industrial Classification (1960). On the following page a companion table, numbered 1A, is included to show the industry breakdown in terms of the earlier Standard Industrial Classification (1948), which was used for union membership data in previous years. The need for a revision of the industrial classification arose out of the establishment of new industries, technological developments, the introduction of new materials, and the consequent effect of these changes on the relationships within and between industries.

The data in Tables 1 and 1A are shown for the most part on the "major group" level. In instances were more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international and national unions or independent local organizations that account for more than one tenth of the union membership within the industry groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

Locals accounting for almost 7 per cent of the membership total indicated that their members were dispersed throughout several locations in different areas or provinces. Since these locals and their membership could not be allocated to any one area or province, they have been classified to "two or more provinces" or "two or more areas" in Tables 3 and 4.

The 1962 membership total of 1,423,000 was approximately 24,000 lower than in the previous year. Much of the decrease was accounted for by the dissolution of the Newfoundland Brotherhood of Woods Workers, which had reported nearly 15,000 members before it went out of existence in October 1961.

At the beginning of 1962 nearly 7,000 union locals were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of

The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.

locals from which no information was on hand appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

## TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1962

Based on Standard Industrial Classification (1960)

| Industry | Locals | Membership |
|---|---|---|
| **Forestry*** | **23** | **32,400** |
| **Fishing and Trapping** | **8** | **4,100** |
| **Mines** | **163** | **50,000** |
| Metals | 90 | 32,400 |
| Mineral fuels | 40 | 10,600 |
| Non-metal | 24 | 6,700 |
| Quarries | 9 | 300 |
| **Manufacturing** | **2,235** | **580,700** |
| Food | 281 | 63,200 |
| Beverages | 63 | 10,100 |
| Tobacco products | 13 | 5,400 |
| Rubber | 29 | 10,900 |
| Leather | 53 | 9,800 |
| Textiles | 115 | 30,700 |
| Knitting mills | 22 | 3,200 |
| Clothing | 100 | 44,100 |
| Wood | 83 | 24,500 |
| Furniture and fixtures | 55 | 9,100 |
| Paper | 300 | 74,400 |
| Printing and publishing | 189 | 28,100 |
| Primary metals | 112 | 62,200 |
| Metal fabricating | 209 | 31,900 |
| Machinery | 100 | 17,500 |
| Transportation equipment | 123 | 70,300 |
| Electrical products | 109 | 42,400 |
| Non-metallic mineral products | 117 | 17,700 |
| Petroleum and coal products | 24 | 4,500 |
| Chemical products | 87 | 14,700 |
| Miscellaneous manufacturing | 51 | 6,000 |
| **Construction** | **520** | **143,800** |
| **Transportation and Utilities** | **2,069** | **329,000** |
| Air transport and incidental services | 64 | 6,500 |
| Water transport and incidental services | 74 | 36,700 |
| Railway transport | 1,091 | 140,500 |
| *Running Trades* | *339* | *35,300* |
| *Non-operating employees* | *752* | *105,200* |
| Truck transport | 38 | 21,000 |
| Buses and streetcars | 53 | 17,800 |
| Other transport | 11 | 2,200 |
| Storage | 20 | 4,700 |
| Communication | 600 | 65,700 |
| Power, gas and water | 118 | 33,900 |
| **Trade** | **164** | **41,700** |
| **Finance** | **8** | **400** |
| **Service Industries** | **458** | **100,800** |
| Education | 107 | 9,000 |
| Health and Welfare | 128 | 43,400 |
| Recreational service | 98 | 23,100 |
| Services to business | 7 | 400 |
| Personal services | 106 | 22,500 |
| Miscellaneous services | 12 | 2,400 |
| **Public Administration** | **553** | **85,000** |
| Federal administration | 37 | 3,400 |
| Provincial administration | 74 | 25,100 |
| Local administration | 442 | 56,500 |
| **Industry not reported** | **21** | **10,200** |
| **No return** | **767** | **44,700** |
| **Totals** | **6,989** | **1,422,800** |

*Includes some sawmilling.

## TABLE 1A—UNION MEMBERSHIP BY INDUSTRY, 1962

Based on Standard Industrial Classification (1948)

| Industry | Locals | Membership |
|---|---|---|
| **Logging*** | **23** | **32,400** |
| **Fishing** | **8** | **4,100** |
| **Mining** | **171** | **54,900** |
| Metal | 92 | 36,600 |
| Fuels | 41 | 11,100 |
| Non-metal | 24 | 6,700 |
| Quarrying | 14 | 500 |
| **Manufacturing** | **2,222** | **566,900** |
| Food | 264 | 51,900 |
| Beverages | 61 | 10,500 |
| Tobacco products | 13 | 5,400 |
| Rubber products | 28 | 10,300 |
| Leather products | 53 | 9,800 |
| Textile products | 114 | 31,100 |
| Clothing | 122 | 47,000 |
| Wood products | 133 | 33,100 |
| Paper products | 297 | 74,100 |
| Printing and publishing | 191 | 28,300 |
| Iron and steel products | 379 | 86,200 |
| Transportation equipment | 136 | 71,000 |
| Non-ferrous metal products | 67 | 28,700 |
| Electrical apparatus and supplies | 104 | 40,000 |
| Non-metallic mineral products | 113 | 16,600 |
| Products of petroleum and coal | 27 | 4,700 |
| Chemical products | 83 | 13,500 |
| Miscellaneous industries | 37 | 4,700 |
| **Construction** | **520** | **143,800** |
| **Transportation, Storage, Communication** | **1,510** | **274,300** |
| Air transport and airports | 64 | 6,500 |
| Railways | 1,092 | 145,100 |
| *Running Trades* | *339* | *35,300* |
| *Non-operating employees* | *753* | *109,800* |
| Buses and streetcars | 53 | 17,800 |
| Water transport and incidental services | 80 | 38,100 |
| Other transport | 42 | 21,700 |
| Storage | 18 | 4,300 |
| Communication | 161 | 40,800 |
| **Public Utilities** | **118** | **33,900** |
| **Trade** | **173** | **51,500** |
| **Finance, Insurance, Real Estate** | **8** | **400** |
| **Service** | **1,448** | **205,700** |
| Community or public service | 234 | 52,100 |
| Government service | 1,006 | 108,300 |
| Recreation service | 83 | 20,200 |
| Business service | 16 | 1,200 |
| Personal service | 109 | 23,900 |
| **Industry not reported** | **21** | **10,200** |
| **No return** | **767** | **44,700** |
| **Totals** | **6,989** | **1,422,800** |

*Includes some sawmilling.

## TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1962

| Industry Group | Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order) |
|---|---|
| **Forestry** | Bush Workers, Farmers' Union (Ind.)<br>Carpenters (AFL-CIO/CLC)<br>Woodworkers (AFL-CIO/CLC) |
| **Fishing and Trapping** | Native Brotherhood of B.C. (Ind.)<br>United Fishermen (Ind.) |
| **Mines** | |
| Metal | Mine, Mill and Smelter Workers (Ind.)<br>Steelworkers (AFL-CIO/CLC) |
| Mineral fuels | Mine Workers (Ind.) |
| Non-metal | Mining Employees' Federation (CNTU) |
| Quarries | Cement Workers (AFL-CIO/CLC)<br>National Council of Canadian Labour (Ind.)<br>Steelworkers (AFL-CIO/CLC) |
| **Manufacturing** | |
| Food | Bakery Workers (CLC)<br>Packinghouse Workers (AFL-CIO/CLC)<br>Retail, Wholesale Employees (AFL-CIO/CLC)<br>Teamsters (Ind.) |
| Beverages | Brewery Workers (AFL-CIO/CLC)<br>CLC-chartered locals<br>Distillery Workers (AFL-CIO/CLC) |
| Tobacco products | Tobacco Workers (AFL-CIO/CLC) |
| Rubber | Rubber Workers (AFL-CIO/CLC) |
| Leather | Butcher Workmen (AFL-CIO/CLC)<br>Leather and Plastic Workers (AFL-CIO/CLC)<br>Leather and Shoe Workers' Federation (CNTU)<br>Packinghouse Workers (AFL-CIO/CLC) |
| Textiles | Textile Federation (CNTU)<br>Textile Workers' Union (AFL-CIO/CLC)<br>United Textile Workers (AFL-CIO/CLC) |
| Knitting mills | National Council of Canadian Labour (Ind.)<br>Textile Federation (CNTU)<br>Textile Workers' Union (AFL-CIO/CLC) |
| Clothing | Amalgamated Clothing Workers (AFL-CIO/CLC)<br>Ladies Garment Workers (AFL-CIO/CLC) |
| Wood | Carpenters (AFL-CIO/CLC)<br>Woodworkers (AFL-CIO/CLC) |
| Furniture and fixtures | Steelworkers (AFL-CIO/CLC)<br>Upholsterers (AFL-CIO/CLC)<br>Woodworkers (AFL-CIO/CLC)<br>Woodworkers Federation (CNTU) |
| Paper | Papermakers (AFL-CIO/CLC)<br>Pulp and Paper Mill Workers (AFL-CIO/CLC)<br>Pulp and Paper Workers' Federation (CNTU)<br>Woodworkers (AFL-CIO/CLC) |
| Printing and publishing | Bookbinders (AFL-CIO/CLC)<br>Lithographers (Ind.)<br>Newspaper Guild (AFL-CIO/CLC)<br>Printing Pressmen (AFL-CIO/CLC)<br>Typographical Union (AFL-CIO/CLC) |
| Primary metals | Mine, Mill and Smelter Workers (Ind.)<br>Steelworkers (AFL-CIO/CLC) |
| Metal fabricating | Machinists (AFL-CIO/CLC)<br>Steelworkers (AFL-CIO/CLC) |
| Machinery | Auto Workers (AFL-CIO/CLC)<br>Machinists (AFL-CIO/CLC)<br>Steelworkers (AFL-CIO/CLC) |
| Transportation equipment | Auto Workers (AFL-CIO/CLC)<br>Machinists (AFL-CIO/CLC) |
| Electrical products | I.U.E. (AFL-CIO/CLC)<br>Northern Electric Employees (Ind.)<br>U.E. (Ind.) |
| Non-metallic mineral products | Cement Workers (AFL-CIO/CLC)<br>Chemical Workers (AFL-CIO/CLC)<br>Glass and Ceramic Workers (AFL-CIO/CLC) |
| Petroleum and coal products | Oil Workers (AFL-CIO/CLC) |
| Chemical products | Chemical Workers (AFL-CIO/CLC)<br>CNTU-chartered locals<br>Oil Workers (AFL-CIO/CLC) |

**TABLE 2—REPRESENTATION WITHIN INDUSTRY GROUPS, 1962**—Concluded

| Industry Group | Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order) |
|---|---|
| Miscellaneous manufacturing | Auto Workers (AFL-CIO/CLC)<br>Chemical Workers (AFL-CIO/CLC)<br>I.U.E. (AFL-CIO/CLC) |
| **Construction** | Building Workers' Federation (CNTU)<br>Carpenters (AFL-CIO/CLC)<br>Labourers (AFL-CIO/CLC)<br>Plumbers (AFL-CIO/CLC) |
| **Transportation and Utilities** | |
| Air transport and incidental services | Air Line Flight Attendants (CLC)<br>Air Line Pilots (Ind.)<br>Machinists (AFL-CIO/CLC)<br>T.C.A. Sales Employees (Ind.) |
| Water transport and incidental services | I.L.A. (AFL-CIO/CLC)<br>Seafarers (AFL-CIO) |
| Railway transport | |
| *Running trades* | Locomotive Engineers (Ind.)<br>Locomotive Firemen and Enginemen (AFL-CIO/CLC)<br>Trainmen (AFL-CIO/CLC) |
| *Non-operating employees* | Maintenance of Way (AFL-CIO/CLC)<br>Railway Carmen (AFL-CIO/CLC)<br>Railway Clerks (AFL-CIO/CLC)<br>Railway, Transport and General Workers (CLC) |
| Truck transport | Teamsters (Ind.) |
| Buses and streetcars | Railway, Transport and General Workers (CLC)<br>Street Railway Employees (AFL-CIO/CLC) |
| Other transport | Railway Clerks (AFL-CIO/CLC)<br>Teamsters (Ind.) |
| Storage | Railway Clerks (AFL-CIO/CLC)<br>Teamsters (Ind.) |
| Communication | Canadian Telephone Employees (Ind.)<br>Letter Carriers (CLC)<br>Postal Employees (CLC) |
| Power, gas and water | I.B.E.W. (AFL-CIO/CLC)<br>Public Service Employees (CLC) |
| **Trade** | Butcher Workmen (AFL-CIO/CLC)<br>Retail Clerks (AFL-CIO/CLC)<br>Retail, Wholesale Employees (AFL-CIO/CLC) |
| **Finance** | Commerce Employees' Federation (CNTU) |
| **Service Industries** | |
| Education | CLC-chartered locals<br>Municipal and School Employees Central Union (CNTU)<br>Public Employees (CLC) |
| Health and welfare | Building Service Employees (AFL-CIO/CLC)<br>Public Employees (CLC)<br>Service Employees' Federation (CNTU) |
| Recreational services | Musicians (AFL-CIO/CLC)<br>Public Service Employees (CLC) |
| Services to business | Commercial Telegraphers (AFL-CIO/CLC)<br>I.B.E.W. (AFL-CIO/CLC)<br>Office Employees (AFL-CIO/CLC) |
| Personal services | Hotel Employees (AFL-CIO/CLC)<br>Railway, Transport and General Workers (CLC) |
| Miscellaneous services | Building Services Employees (AFL-CIO/CLC)<br>CNTU-chartered locals<br>Office Employees (AFL-CIO/CLC)<br>Teamsters (Ind.) |
| **Public Administration** | |
| Federal administration | CLC-chartered locals<br>Fire Fighters (AFL-CIO/CLC)<br>Machinists (AFL-CIO/CLC)<br>Plumbers (AFL-CIO/CLC) |
| Provincial administration | B.C. Government Employees (CLC)<br>Saskatchewan Government Employees (Ind.) |
| Local administration | Fire Fighters (AFL-CIO/CLC)<br>Public Employees (CLC) |

## TABLE 3—UNION MEMBERSHIP, BY PROVINCE, 1962

| Province | Number of Locals | Locals Reporting | |
|---|---|---|---|
| | | Number | Membership |
| Newfoundland | 109 | 99 | 16,700 |
| Prince Edward Island | 36 | 30 | 1,800 |
| Nova Scotia | 337 | 300 | 42,300 |
| New Brunswick | 281 | 248 | 26,000 |
| Quebec | 1,661 | 1,375 | 354,100 |
| Ontario | 2,670 | 2,392 | 538,800 |
| Manitoba | 307 | 286 | 64,400 |
| Saskatchewan | 363 | 322 | 42,400 |
| Alberta | 401 | 365 | 60,400 |
| British Columbia | 798 | 784 | 193,000 |
| Yukon and Northwest Territories | 9 | 5 | 600 |
| Two or more provinces* | 17 | 16 | 37,400 |
| No return | ..... | 767 | 44,900 |
| Totals | 6,989 | 6,989 | 1,422,800 |

*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers and Actors' Equity.

## TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1962

| Labour Market Area | Locals | Membership | Areas Having Under 1,000 Members |
|---|---|---|---|
| **Newfoundland** | | | |
| Corner Brook | 25 | 3,200 | |
| Grand Falls | 18 | 2,500 | |
| St. John's | 54 | 10,200 | |
| Two or more areas | 1 | 500 | |
| **Prince Edward Island** | | | |
| Charlottetown | 25 | 1,500 | Summerside |
| **Nova Scotia** | | | |
| Amherst | 14 | 1,200 | Bridgewater, Inverness, Liverpool, Springhill, Yarmouth |
| Halifax | 90 | 16,300 | |
| Kentville | 23 | 1,400 | |
| New Glasgow | 41 | 5,000 | |
| Sydney | 78 | 14,800 | |
| Truro | 19 | 1,000 | |
| Two or more areas | 1 | 100 | |
| **New Brunswick** | | | |
| Bathurst | 20 | 2,100 | Minto, St. Stephen, Sussex, Woodstock |
| Campbellton | 20 | 2,200 | |
| Edmundston | 19 | 1,600 | |
| Fredericton | 25 | 1,200 | |
| Moncton | 52 | 5,900 | |
| Newcastle | 7 | 1,100 | |
| Saint John | 81 | 10,100 | |
| **Quebec** | | | |
| Asbestos | 5 | 1,500 | Maniwaki, Mont Laurier |
| Beauharnois | 9 | 1,200 | |
| Buckingham | 11 | 1,300 | |
| Drummondville | 24 | 3,900 | |
| Farnham—Granby* | 44 | 5,600 | |
| Gaspe* | 8 | 1,400 | |
| Hull* (included with Ottawa, Ont.) | | | |
| Joliette | 33 | 3,400 | |
| La Tuque | 10 | 1,400 | |
| Lac St. Jean* | 91 | 13,300 | |
| Lachute—Ste. Thérèse* | 12 | 2,300 | |
| Montmagny | 8 | 1,200 | |
| Montreal* | 491 | 196,400 | |
| Quebec—Levis* | 158 | 32,100 | |
| Quebec North Shore* | 32 | 8,500 | |
| Rimouski | 15 | 1,600 | |
| Riviere du Loup | 18 | 1,400 | |
| Rouyn—Val d'Or* | 29 | 3,700 | |
| St. Hyacinthe | 26 | 4,500 | |
| St. Jean | 24 | 3,300 | |
| Ste. Agathe—St. Jerome* | 17 | 2,300 | |
| Shawinigan | 32 | 5,700 | |
| Sherbrooke* | 77 | 12,600 | |
| Sorel | 17 | 3,000 | |

## TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1962—Continued

| Labour Market Area | Locals | Membership | Areas Having Under 1,000 Members |
|---|---|---|---|
| **Quebec—Cont'd.** | | | |
| Thetford—Megantic—St. Georges* | 25 | 4,000 | |
| Trois-Rivières | 55 | 9,600 | |
| Valleyfield | 20 | 2,900 | |
| Victoriaville | 28 | 3,200 | |
| Two or more areas | 12 | 14,600 | |
| **Ontario** | | | |
| Barrie | 19 | 1,600 | Arnprior, Bracebridge, Carleton Place, Collingwood, Gananoque, Goderich, Hawkesbury, Leamington, Lindsay, Listowel, Midland, Napanee, Orillia, Parry Sound, Perth, Picton, Prescott, Renfrew, Simcoe, Sioux Lookout, Sturgeon Falls, Walkerton, Wallaceburg. |
| Belleville—Trenton* | 53 | 6,200 | |
| Brampton | 18 | 1,900 | |
| Brantford | 51 | 7,100 | |
| Brockville | 19 | 2,500 | |
| Chatham | 21 | 2,400 | |
| Cobourg | 16 | 1,200 | |
| Cornwall | 33 | 5,000 | |
| Fort Frances | 17 | 1,600 | |
| Fort William—Port Arthur* | 115 | 24,400 | |
| Galt | 48 | 4,600 | |
| Guelph | 47 | 5,300 | |
| Hamilton | 150 | 44,200 | |
| Kapuskasing | 12 | 5,100 | |
| Kenora | 29 | 3,700 | |
| Kingston | 40 | 6,500 | |
| Kitchener | 61 | 12,100 | |
| London | 99 | 20,300 | |
| Niagara Peninsula* | 174 | 28,900 | |
| North Bay | 42 | 5,000 | |
| Oshawa | 46 | 17,200 | |
| Ottawa—Hull* | 133 | 25,400 | |
| Owen Sound | 16 | 1,400 | |
| Pembroke | 26 | 2,300 | |
| Peterborough | 50 | 7,100 | |
| St. Thomas | 42 | 3,100 | |
| Sarnia | 37 | 6,800 | |
| Sault Ste. Marie | 48 | 10,800 | |
| Smiths Falls | 18 | 1,400 | |
| Stratford | 36 | 2,400 | |
| Sudbury* | 68 | 28,800 | |
| Timmins—Kirkland Lake* | 65 | 6,400 | |
| Toronto* | 492 | 171,800 | |
| Windsor | 82 | 26,900 | |
| Woodstock—Tillsonburg* | 25 | 3,600 | |
| Two or more areas | 15 | 28,600 | |
| **Manitoba** | | | |
| Brandon | 33 | 1,800 | Dauphin, Portage la Prairie |
| Flin Flon | 12 | 2,800 | |
| The Pas | 12 | 3,700 | |
| Winnipeg | 213 | 54,800 | |
| Two or more areas | 1 | 700 | |
| **Saskatchewan** | | | |
| Moose Jaw | 39 | 4,300 | Estevan, Lloydminster, Swift Current, Weyburn |
| North Battleford | 17 | 1,700 | |
| Prince Albert | 34 | 3,400 | |
| Regina | 77 | 12,600 | |
| Saskatoon | 86 | 11,000 | |
| Yorkton | 29 | 2,300 | |
| Two or more areas | 3 | 4,600 | |
| **Alberta** | | | |
| Blairmore | 11 | 1,500 | Drumheller, Edson, Red Deer |
| Calgary | 112 | 23,200 | |
| Edmonton | 137 | 27,900 | |
| Lethbridge | 35 | 2,800 | |
| Medicine Hat | 26 | 2,400 | |
| Two or more areas | 2 | 2,100 | |
| **British Columbia** | | | |
| Central Vancouver Island* | 62 | 14,400 | Chilliwack, Dawson Creek, Princeton, Quesnel |
| Cranbrook | 27 | 4,000 | |
| Kamloops | 34 | 2,600 | |
| Kitimat | 8 | 1,700 | |
| Okanagan Valley* | 57 | 6,900 | |
| Prince George | 32 | 3,800 | |
| Prince Rupert | 33 | 3,600 | |
| Trail—Nelson* | 41 | 6,000 | |
| Vancouver—New Westminster* | 364 | 128,000 | |
| Victoria | 91 | 14,500 | |
| Two or more areas | 4 | 5,500 | |

*Indicates labour market area comprising two or more NES local office areas. See Appendix.

**LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS**

Labour market areas appear in bold type, followed by names of the component NES local office areas in light type.

**Québec**

**Farnham-Granby:** Cowansville, Farnham, Granby. **Gaspé:** Causapscal, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montréal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Quebec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

**Ontario**

**Belleville-Trenton:** Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

**British Columbia**

**Central Vancouver Island:** Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

# National Advisory Committee on Technological Education

## Second meeting agrees that graduates of institutes of technology will be more in demand than graduates of any other type of institution, adopts series of recommendations on problems of education after high school, before university

That graduates of institutes of technology would be more in demand than graduates of any other type of institution was the consensus of the second meeting of the National Advisory Committee on Technological Education, in Ottawa on January 22 and 23.

The Committee, consisting of representatives of management, labour, provincial departments of education, institutes of technology and national associations concerned with technological education, advises the National Technical and Vocational Training Advisory Council and the Minister of Labour on all matters related to technological education in Canada. This Committee was constituted in 1961 as a subcommittee of the Council (L.G. 1961, p. 550).

The meeting adopted a series of recommendations and suggestions on the problems of education at the institute of technology level—the area between secondary school and university.

Chairman of the meeting was Dr. Garnet Page, General Secretary, Engineering Institute of Canada.

The Committee:

—Recommended a specific and comprehensive achievement level for institute of technology and equivalent education, dividing all fields into two broad areas—applied science or technology, and fields other than applied science or technology.

—Recommended that the achievement level of graduates be accompanied by an interprovincially recognized designation.

—Appointed a three-man subcommittee to study further the important problems of interprovincial standards, designations and certification, the subcommittee to report to the Committee's next meeting.

—Recommended that the federal Government, starting this year, sponsor and support an annual conference of principals or administrators of institutes of technology.

—Suggested that symposia be held as regular meetings, at which papers on technological education would be presented by teachers and others associated with institutes of technology and other institutions giving post-secondary school education.

—Recommended that the federal Government consider the establishment of a research and liaison service in the field of information on technological education.

—Concluded that there was a need for more technological education in primary industries.

—Recommended that a teacher in an institute of technology or similar institution have, as a minimum, a bachelor's degree or the equivalent, and two years of appropriately related experience in a pertinent field, together with a minimum of three months teacher training.

—Recommended the encouragement by the Government of in-service training schemes.

—Unanimously recorded the opinion that courses in the institutes of technology *not* be oriented toward university credits.

—Recommended that research be undertaken on the adaptation of high school curricula to, or their correlation with, the curricula of institutes of technology to provide for articulation between the high schools and such institutes.

The Committee received a report on the present status of technological education in Canada, prepared by G. F. Vail, Technical and Vocational Training Branch, and one presented by Dr. G. Fred McNally, Chairman of the National Technical and Vocational Training Advisory Council and former Chancellor of the University of Alberta, dealing with technological education in the primary industries, especially agriculture and fisheries.

Another report, by the Information Branch of the Department of Labour, outlined its promotion of education generally and technical and vocational education in particular. A further report outlined the progress in the certification of technicians and technologists as carried out by professional engineering groups.

The Committee was also apprised of the progress in the preparation by the Economics and Research Branch of a comprehensive occupational brochure outlining the work of technicians in various industries.

## Minister of Labour

"The task of manpower development is one of the most crucial facing Canada today," said Hon. Michael Starr, Minister of Labour. He called upon the committee members to direct their attention to the development of national standards that would be recognized in all parts of Canada.

Referring to the need to provide the quality and types of technical education required by the Canadian economy now and in the future, Mr. Starr said that the Department of Labour would depend on the knowledge and judgment of Committee members to help give direction in this task.

## Deputy Minister of Labour

In his comments to the Committee, George V. Haythorne, Deputy Minister of Labour, stated that the Committee faced two major problems—the need to develop common standards of training for technicians in Canada and the need to develop uniform certification for those persons who receive this type of training.

The Deputy Minister noted that since May 1961, enrolments in institutes of technology have increased by nearly 2,500 students, from 9,441 to 11,880.

Stating that there is no question about the growing need for technician training, Mr. Haythorne said that more research was required in the development of curricula and asked that the Committee give this matter its attention.

## C.R. Ford

C. R. Ford, Director, Technical and Vocational Training Branch, stressed that the technological education program should be an interprovincial one. "We cannot have 40 different standards," he pointed out, referring to the 40 institutes of technology that would be in operation in Canada.

Mr. Ford emphasized that he did not mean "uniform" training in all the provinces, but that the standard should be the same. He predicted that the countries in the European Common Market would eventually have a common training standard.

As he had on other occasions, he stressed that the objective in technological education, as in other programs of manpower development, should be to train the labour force of Canada as a whole, and not to view it as a program by itself.

## Status of Technological Education

In his report on the present status of technological education in Canada, G. F. Vail of the Technical and Vocational Training Branch said:

At the close of 1962 there were approximately 12,000 full-time students undergoing training in one- to four-year post-high-school technical courses across Canada. This constituted a 4.1-per-cent increase over 1961, as compared with increases of 18.9 and 13.4 per cent for the years 1961 and 1960 respectively. Approximately one quarter of this number, or

some 3,000, should graduate in 1963. About 80 per cent, or 2,400 of these, may be said to have received the minimum of 2,400 hours recognized by this Committee as the desirable minimum for technician status.

Mr. Vail reported further that there were 31 institutions providing post-high-school technical courses in Canada. Ten of these operated almost exclusively in the field of post-secondary technical education, and 18 provided extensive programs in trades and other occupational training along with their post-secondary technical courses. The remaining three provided a small number of post-secondary courses in addition to vocational high school programs.

Research on curricula and training facilities, especially training equipment, was an urgent requirement in Canada, he said. Because of the "persistence of technological change," technological curricula should be constantly improved.

Mr. Vail decried salary schedules for instructors and principals in technical institutes that were in many cases such "that a lasting detrimental effect threatens to result." An improperly qualified principal, obtained through a low salary schedule, "can have a profound effect on the efforts of all associated with an institution."

He recommended that more consideration be given to the "ways and means of stimulating the professional growth and vitalization of instructors" in the field of technological education, and that uniformity of standards and standard terminology be given urgent interprovincial attention.

## Definition of "Technician"

The Committee discussed at length the problem of obtaining a satisfactory definition of "technician," one that would be generally acceptable, that would include or indicate the level of achievement, and would at the same time be readily understood by the public. As currently used, the term "technician" often has little meaning, members asserted.

Mr. Ford reiterated that the important thing was to "identify the qualification" first; the name—technician or any other—could be added later. He said a qualification should be identified by the amount and type of training required. The Committee's only concern, he said, should be with the level of competence by which a person is identified.

Dr. Page, the Chairman, remarked that needs had to be defined before courses could be prepared. J. P. Francis, Director of the Economics and Research Branch, said certain conditions, such as qualifications, would have to be determined before valid figures could be obtained or surveys conducted to determine present and future requirements of technicians.

It was pointed out that the 2,400 hours of training beyond high school that had been considered the minimum qualification for a technician applied to all industries, including business. Not only the duration but also the pertinence of training was important.

The Committee agreed that there seemed to be no accepted difference between the terms "technician" and "technologist" but that the "chap in the middle"—between skilled tradesman and professional engineer —would be in the greatest demand of any type of trained person.

After receiving the reports of two *ad hoc* committees established to define "technician," the Committee recommended definition of the level of achievement required, which definition should indicate graduation from an institute of technology or its equivalent.

The program of education required to reach the suggested achievement, the Committee said, should cover two areas: applied science or technology, and fields other than applied science or technology. In the first, the program should be other than that designed for university credits, should be in appropriate disciplines beyond the junior matriculation level, be based on mathematics, science and a language, and should have a minimum duration of 2,400 hours of instruction. In the second, the program should have the same requirements except that the curricula should be based on the skills and knowledge of the occupation concerned.

Such programs should be designed in cooperation with industry and business so that they can at all times meet the full requirements of industry, and graduates should be identified by an interprovincially acceptable designation.

A subcommittee was named to study the question of interprovincially acceptable standards. It was instructed to report at the Committee's next meeting.

W. L. Allison of the Occupational Analysis Section of the Department reported that a comprehensive bulletin on the work of technicians was ready for the printer.

# 45th Annual Meeting of the Canadian Construction Association

**Reviews progress in joint labour-management meetings. Apprenticeship Training Committee urges industry to train more apprentices, expresses confidence that new training facilities will help provide industry with well-trained workers**

The 45th annual meeting of the Canadian Construction Association, held January 20-23 in Winnipeg and attended by some 1,000 delegates and guests, reviewed the progress made in the CCA's joint labour-management meetings conducted during the past year. Reports were presented by the chairmen of the Association's 13 standing committees, including the Labour Relations and Apprenticeship Training Committees.

Delegates were urged to train more apprentices, a proposal that was given more emphasis by a suggestion that contractors be assessed by the federal Government to support apprenticeship training programs. (A similar suggestion has been made in Britain—see page 238.) The meeting expressed confidence that the new training facilities being established under the federal-provincial scheme would be able to meet the challenge of training to the industry's requirements.

Among subjects put forward and discussed was a suggestion that contractors be licensed.

Papers presented at the meeting included one by Dr. J. F. Lehmann, National Productivity Council, Ottawa, on "The Application of Work Study Methods to On-Site Construction," Oliver Gaffney, Stratford, Ont., spoke on "Labour Classifications in Engineering Construction."

The delegates elected T. A. Somerville of Toronto to succeed Hugh R. Montgomery of Montreal as President.

### President's Address

In his presidential address to the meeting, Hugh R. Montgomery said it was necessary to stop the "balkanization" of Canada. He explained that he meant not only geographical groupings or "the full recognition by all of us of the fact that in this country we have two of the world's finest cultures living side by side. I refer to something even more fundamental—the parochialism which I am afraid exists right across this country. We see it only too clearly within our own industry—local preferences, a contentious subject, is a well-known symptom—but . . . it goes much further.

"Who, outside the construction industry, knows or cares about our problems? Who, outside labour, knows or cares much about theirs?"

He thought that at the root of the problem lies a failure in intercommunication.

Asserting that taxation was a heavy burden on the industry, Mr. Montgomery said that today, all three levels of government absorb in taxation about 33 per cent of the Gross National Product compared with 27 per cent 12 years ago. Although the social measures and facilities provided by this taxation could not be given up, he believed that some taxation incentives were necessary "to provide an attractive climate in which industry can expand."

Substantial taxation and investment incentives would encourage business to expand and, in turn, widen the tax base. The result could be lower tax rates, increased employment with an attendant increase in the number of taxpayers, and reduced unemployment assistance expenses, he said.

The construction industry would not achieve an output of $10,000,000,000 a year, for which it was currently geared, unless the Canadian economy once again started moving upward with our growing population, said the CCA President.

### Committee Reports

Included in the year-end reports of the 13 standing committees were those of the Labour Relations Committee and Apprenticeship Training Committee.

The Labour Relations Committee report expressed the belief that 1962 "may well prove to have been a turning point in construction labour relations across Canada." It stated that a small subcommittee held meetings of construction labour and management at the national level. One of the developments of these joint meetings was a joint labour-management brief prepared for submission—on the day following the annual meeting—to the Government of Saskatchewan.

This subcommittee has been meeting with one from the Association of International Representatives of Building and Construction Trades since the 1962 CCA annual meeting in Montreal. Some 19 trades are represented on this body.

The Labour Relations Committee reported further progress "in exploring a number of new approaches to construction labour relations," and expected to expand these efforts in the future. Where necessary, these would be combined with new research projects. The Committee announced that the first such research project, of which the Association was a joint sponsor, was due for completion in early 1963, and should then be published in parts by the National Research Council. It also reviewed the agenda of its National Labour Relations Conference held in Ottawa on November 5-7, 1962 (L.G., Dec. 1962, p. 1333).

The Apprenticeship Training Committee stated that the "welcome" effects of the Technical and Vocational Training Assistance Act started to be felt during 1962 by the construction of 32 new trade schools . . . It is expected that these facilities, especially the trade schools, will greatly help in providing the construction industry with well-trained, skilled young Canadians," the report said.

The Committee gave details on interprovincial examinations and standards, and quoted apprentice registration figures (see also L.G., Dec. 1962, p. 1340-41). It was not possible to make equitable comparisons of registrations between Quebec and the other provinces, because the Quebec apprenticeship system required registration of all persons working in a construction trade who were not mechanics, the report pointed out. It deplored the fact, however, that "the majority of construction employers continue to fail to take full advantage of investing in the employment of apprentices," and urged all firms to accept as many indentured apprentices as possible.

H. C. Nicholls of Toronto, who presented this report, said the industry should have twice as many workers apprenticed. He believed that one way to overcome this apathy would be to assess employer payrolls as an incentive for apprenticeship training. If employers had to pay for it, they would be more interested in such training and in obtaining its benefits.

J. P. Cartier, Chairman of the CCA Apprenticeship Training Committee, also deplored the lack of interest by both management and unions in this form of training. "A few of the construction trade unions . . . render little more than lip service to apprenticeship," he asserted.

**Discussions**

The convention heard a suggestion by Jacques Raymond, President of the Montreal Construction Association, that Canadian contractors be required to obtain licences attesting to their competency before undertaking a building project. Such licensing, on a nation-wide basis, would eliminate a small group of "undesirables," he said, adding that the Quebec Government now had before it a request for such legislation.

Pre-qualification of contractors came in for much attention, and Brig. J. P. Carriere, Franki of Canada Ltd., Montreal, suggested a national authority to see that contractors are properly qualified.

John L. Davies, President of the Royal Architectural Institute of Canada, said the construction industry should increase its efficiency and oppose government intrusion into architecture and building. He criticized those general contractors who failed to co-ordinate and plan their jobs properly, and said contractors must support the improvement of their personnel, especially those who will become superintendents.

It was not good enough to place an ex-carpenter in charge of co-ordinating a big job without seeing to it that he had special training. The industry should also make certain that the new schools going up would provide skilled men for industry; sometimes technical-school instructors were teaching antiquated methods, Mr. Davies asserted.

**Resolutions**

Among the 25 resolutions adopted were those that:

—Proposed federal government incentives to increase winter-time construction and employment in the industrial and commercial fields, and that individual contractors and associations be urged to participate actively in the promotion campaign for winter construction.

—Requested immediate action by the federal and provincial Governments to revise their labour legislation on a continuing basis.

—Urged the federal Government to extend sales tax exemption so as to include all construction materials and equipment.

# EMPLOYMENT REVIEW

## Employment and Unemployment, February*

There was no appreciable change in either employment or unemployment between January and February. In previous years employment has usually tended to decline and unemployment to rise during this period.

In February, total employment was estimated to be 5,951,000 and unemployment 545,000.

Unemployment in February represented 8.4 per cent of the labour force (in January, 8.3 per cent), compared with 9.1 per cent in February 1962 and 11.3 per cent in February 1961.

Both the estimated labour force and employment were higher in February than a year earlier, and unemployment was lower. The labour force was 73,000 higher, employment 111,000 higher, and unemployment 38,000 lower.

### Employment

Non-farm employment, at 5,419,000, was unchanged from January. In most previous years it has decreased slightly over this period, mainly as a result of seasonal slackening in construction and forestry. As usual, farm employment showed little change between January and February.

Non-farm employment has held up better than usual this winter, largely because of continued strength in manufacturing and construction. In manufacturing, the improvement has been largely in durable goods industries, particularly motor vehicles, electrical apparatus and iron and steel.

In most regions, changes in employment between January and February were about in line with seasonal expectations; in Ontario, employment showed some evidence of strengthening.

In February, non-farm employment showed an increase of 153,000, or 3 per cent, over a year earlier. The number employed on farms was estimated to be 42,000, or 7 per cent, lower.

Industry detail that is available for earlier months indicates the largest year-to-year gains to be in manufacturing and construction. Forestry employment was lower than a year ago. In all other non-farm industries, employment was either unchanged or slightly higher than in the previous year.

### Unemployment

Unemployment remained virtually unchanged between January and February. In most previous years it has risen during this period. The February estimate of 545,000 was 38,000 lower than that a year earlier, all of the decrease being among unemployed men.

Of the total unemployed in February, 473,000 were men; 274,000 were married men. Some 371,000, or more than two-thirds of the total, had been unemployed for three months or less. An estimated 118,000 had been seeking work from four to six months, and 56,000 for seven months or more.

Unemployment rates were lower than last year in the Ontario and Atlantic regions; elsewhere, there was no significant change over the year.

* *See* tables A-1 to A-3, pages 254 and 255.

**LABOUR MARKET CONDITIONS**

| Labour Market Areas | Labour Surplus | | | | Approximate Balance | | Labour Shortage | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 2 | | 3 | | 4 | |
| | February 1963 | February 1962 | February 1963 | February 1962 | February 1963 | February 1962 | February 1963 | February 1962 |
| Metropolitan | 8 | 7 | 4 | 5 | — | — | — | — |
| Major Industrial | 15 | 17 | 11 | 9 | — | — | — | — |
| Major Agricultural | 7 | 6 | 7 | 8 | — | — | — | — |
| Minor | 39 | 38 | 17 | 19 | 2 | 1 | — | — |
| Total | 69 | 68 | 39 | 41 | 2 | 1 | — | — |

# CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

| | SUBSTANTIAL LABOUR SURPLUS | MODERATE LABOUR SURPLUS | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|---|---|---|---|---|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (Labour force 75,000 or more) | Calgary<br>Edmonton<br>Montreal<br>Quebec-Levis<br>St. John's<br>Vancouver-New Westminister<br>Windsor<br>Winnipeg | Halifax<br>Hamilton<br>Ottawa-Hull<br>Toronto | | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity) | Corner Brook<br>Cornwall<br>Fort William-Port Arthur<br>Farnham-Granby<br>Joliette<br>Lac St. Jean<br>Moncton<br>New Glasgow<br>Niagara Peninsula<br>Peterborough<br>Rouyn-Val d'Or<br>Shawinigan<br>Sherbrooke<br>Sydney<br>Trois Rivieres | → BRANTFORD<br>Guelph<br>Kingston<br>Kitchener<br>London<br>Oshawa<br>Saint John<br>Sarnia<br>Sudbury<br>Timmins-Kirkland Lake<br>Victoria | | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural) | Charlottetown<br>Lethbridge<br>Prince Albert<br>Riviere du Loup<br>SASKATOON ←<br>Thetford-Lac Megantic-Ville St. Georges<br>Yorkton | Barrie<br>Brandon<br>Chatham<br>Moose Jaw<br>North Battleford<br>Red Deer<br>Regina | | |
| MINOR AREAS (labour force 10,000-25,000) | Bathurst<br>Beauharnois<br>Bracebridge<br>Bridgewater<br>Campbellton<br>Chilliwack<br>Cranbrook<br>Dauphin<br>Drummondville<br>Edmundston<br>Fredericton<br>Gaspe<br>Grand Falls<br>Kentville<br>Lachute-Ste. Therese<br>Lindsay<br>Medicine Hat<br>Montmagny<br>Newcastle<br>Okanagan Valley<br>Owen Sound<br>Pembroke<br>Portage la Prairie<br>Prince George-Quesnel<br>Prince Rupert<br>Quebec North Shore<br>Rimouski<br>Ste. Agathe-St. Jerome<br>St. Jean<br>St. Stephen<br>Sault Ste. Marie<br>Simcoe<br>Sorel<br>Summerside<br>Truro<br>Valleyfield<br>Victoriaville<br>Woodstock, N.B.<br>Yarmouth | Belleville-Trenton<br>Brampton<br>Central Vancouver Island<br>Dawson Creek<br>Drumheller<br>Galt<br>Goderich<br>Kamloops<br>Listowel<br>North Bay<br>St. Hyacinthe<br>St. Thomas<br>Swift Current<br>Trail-Nelson<br>Walkerton<br>Weyburn<br>Woodstock-Tillsonburg | Kitimat<br>→ STRATFORD | |

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see facing page.

## Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

*Group 1: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

*Group 2: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

*Group 3: Balanced Labour Supply.* Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of registrations for employment on the file at NES offices to paid workers, including those looking for jobs, is more than 1.9 per cent or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

*Group 4: Labour Shortage.* Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job registrations to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 214.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 or 95 per cent of all paid workers in Canada.

# COLLECTIVE BARGAINING REVIEW

## Duration of Negotiations, 1962

During 1962, 240 collective agreements covering bargaining units of 500 or more employees were signed in Canadian industries excluding the construction sector. Of the 240 settlements, more than 60 per cent were reached within six months or less of bargaining, and 30 per cent were concluded in seven to twelve months. Eight per cent of the major negotiations extended beyond one year.

Slightly more than one half of the 240 major agreements were concluded without third-party assistance; the remainder were signed after conciliation or arbitration proceedings. Of 117 settlements reached with assistance from third parties, 40 per cent were concluded at the conciliation officer stage, and about 18 per cent were reached as a result of conciliation board proceedings. Approximately one quarter of the negotiations requiring mediation went beyond the conciliation board phase; the employers and the unions resumed direct bargaining and settled without work stoppages.

In British Columbia, an Industrial Inquiry Commission was appointed in a dispute between the Woodworkers and the 125 logging and sawmill companies represented by Forest Industrial Relations Limited. Approximately 27,000 employees were covered by the ensuing settlement.

Five major agreements in Ontario and Quebec were the result of final and binding arbitration. In Ontario, special legislation prohibited strike action against the Ontario Hydro Electric Power Commission and called for compulsory arbitration. Recourse to arbitration was made also in negotiations at Ottawa Civic Hospital. Contract negotiations between six hospitals in various centres in Quebec and the Service Employees' Federation (CNTU), and between the Associated Clothing Manufacturers in Montreal and the Amalgamated Clothing Workers also were referred to arbitration.

Five per cent of the major settlements in 1962 were reached after a work stoppage. Strikes preceded settlements at Campbell Chibougamau Mines, Canadian Celanese and Dominion Engineering in Quebec, and at Massey-Ferguson, Chrysler and the Royal York Hotel in Ontario. Other work stoppages occurred at the Hamilton and Montreal plants of Dominion Glass; in the fur industry in Montreal, Toronto and Winnipeg; and in the long-distance trucking industry in Quebec and Ontario.

### NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING 1962

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1962, exclusive of agreements in the construction industry.

| Stage at Which Settled | Duration of Negotiations in Months | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 3 or less | | 4–6 | | 7–9 | | 10–12 | | 13 or over | | Total | |
| | Agts. | Empls. | Agts. | Empls. | Agts. | Empls. | Agts. | Empls. | Agts. | Empls. | Agts. | Empls. |
| Bargaining | 67 | 118,210 | 36 | 39,840 | 15 | 14,360 | 3 | 4,010 | 2 | 2,200 | 123 | 178,620 |
| Conciliation officer | 8 | 10,250 | 25 | 30,980 | 10 | 9,550 | 2 | 1,250 | 2 | 1,480 | 47 | 53,510 |
| Conciliation board | 1 | 27,000* | 6 | 9,450 | 12 | 129,780 | 1 | 2,500 | 1 | 680 | 21 | 169,410 |
| Post-conciliation bargaining | ..... | ..... | 4 | 15,400 | 11 | 17,650 | 6 | 5,700 | 10 | 30,780 | 31 | 69,530 |
| Arbitration | ..... | ..... | 1 | 5,500 | ..... | ..... | 1 | 550 | 3 | 11,450 | 5 | 17,500 |
| Work stoppage | ..... | ..... | 2 | 5,100 | 6 | 8,180 | 3 | 9,100 | 2 | 2,700 | 13 | 25,080 |
| Total | 76 | 155,460 | 74 | 106,270 | 54 | 179,520 | 16 | 23,110 | 20 | 49,290 | 240 | 513,650 |

* Industrial Inquiry Commission.

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

# Collective Bargaining Scene

**Agreements covering 500 or more employees, excluding those in the construction industry**

## Part I—Agreements Expiring During March, April and May

(except those under negotiation in February)

| Company and Location | Union |
|---|---|
| Abitibi Power & Paper & subsids., Que., Ont. & Man. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Alberta Govt. Telephones, province-wide | I.B.E.W. (AFL-CIO/CLC) (traffic empl.) |
| Anglo-Cdn. Paper, Forestville, Que. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Associated Fur Industries, Toronto, Ont. | Butcher Workmen (AFL-CIO/CLC) |
| Ayers Limited, Lachute, Que. | United Textile Wkrs. (AFL-CIO/CLC) |
| Bowater's Nfld. Paper, Corner Brook, Nfld. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Cascapedia Mfg. & Trading, Gaspe Peninsula, Que. | Bush Wkrs., Farmers' Union (Ind.) |
| Cdn. International Paper & subsids., N.B., Que. & Ont. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO) |
| Cdn. Westinghouse, Three Rivers, Que. | I.B.E.W. (AFL-CIO/CLC) |
| Consolidated Paper, Grand'Mere, Que. | Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. | Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Consolidated Paper, Shawinigan, Que. | Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont. | Rubber Wkrs. (AFL-CIO/CLC) |
| Dominion Rubber (Tire Div.), Kitchener, Ont. | Rubber Wkrs. (AFL-CIO/CLC) |
| Domtar Pulp & Paper (Howard Smith Paper Division), Cornwall, Ont. | Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Domtar Pulp & Paper (Newsprint Division), Red Rock, Ont. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Domtar Pulp & Paper (Kraft & Boxboard Division), Windsor, Ont. | Pulp & Paper Wkrs. Federation (CNTU) |
| Domtar Pulp & Paper (Newsprint Division), Donnacona, Que. | Pulp & Paper Wkrs. Federation (CNTU) |
| Dunlop Canada, Toronto, Ont. | Rubber Wkrs. (AFL-CIO/CLC) |
| Eastern Canada Newsprint Group, Que. & N.S. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Employing Printers' Assn., Montreal, Que. | Bookbinders (AFL-CIO/CLC) |
| Employing Printers' Assn., Montreal, Que. | Printing Pressmen (AFL-CIO/CLC) |
| Fittings Limited, Oshawa, Ont. | Steelworkers (AFL-CIO/CLC) |
| B.F. Goodrich, Kitchener, Ont. | Rubber Wkrs. (AFL-CIO/CLC) |
| Great Lakes Paper, Fort William, Ont. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Kellogg Company, London, Ont. | Millers (AFL-CIO/CLC) |
| Kimberly-Clark Paper, Terrace Bay, Ont. | Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC) |
| K.V.P. Company, Espanola, Ont. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC) |
| MacDonald Tobacco, Montreal, Que. | Tobacco Wkrs. (AFL-CIO/CLC) |
| Marathon Corp., Marathon, Ont. | Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Ontario-Minnesota Paper, Fort Frances & Kenora, Ont. | Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Ontario Paper, Thorold, Ont. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Price Bros., Kenogami & Riverbend, Que. | Pulp & Paper Wkrs. Federation (CNTU) |
| Printing Industries Council, Toronto, Ont. | Typographical Union (AFL-CIO/CLC) (composing room empl.) |
| Provincial Paper, Thorold, Ont. | Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que. | Steelworkers (AFL-CIO/CLC) |
| Quebec North Shore Paper, Baie Comeau, Que. | Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| R.C.A. Victor, Montreal, Que. | Empl. Assn. (Ind.) |
| E. S. & A. Robinson (Can.), Leaside, Ont. | Printing Pressmen (AFL-CIO/CLC) |
| Rolland Paper, Mont Rolland & St. Jerome, Que. | Paper Makers (AFL-CIO/CLC), & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Steep Rock Mines, Steep Rock Lake, Ont. | Steelworkers (AFL-CIO/CLC) |

| Company and Location | Union |
|---|---|
| Union composing rooms, Toronto, Ont. | Typographical Union (AFL-CIO/CLC) |
| White Spot Restaurants, Vancouver & Victoria, B.C. | Empl. Union (Ind.) |

## Part II—Negotiations in Progress During February

### Bargaining

| Company and Location | Union |
|---|---|
| Assn. des Marchands Detaillants, Quebec & district, Que. | Metal Trades' Federation (CNTU) (garage empl.) |
| Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que. | Commerce Empl. Federation (CNTU) |
| Atomic Energy of Canada, Chalk River & Deep River, Ont. | Atomic Energy Allied Council (AFL-CIO/CLC) |
| B. A. Oil, Clarkson, Ont. | Oil Wkrs. (AFL-CIO/CLC) |
| B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C. | Hotel Empl. (AFL-CIO/CLC) |
| B.C. Hotels Assn., Vancouver, B.C. | Hotel Empl. (AFL-CIO/CLC) (beverage dispensers) |
| B.C. Hydro & Power Authority | I.B.E.W. (AFL-CIO/CLC) |
| B.C. Hydro & Power Authority | Office Empl. (AFL-CIO/CLC) |
| Breweries (various), Winnipeg, Man. | Brewery Wkrs. (AFL-CIO/CLC) |
| CBC, company-wide | Broadcast Empl. (AFL-CIO/CLC) |
| CBC, company-wide | Radio & T.V. Empl. (ARTEC) (Ind.) |
| Calgary City, Alta. | Public Empl. (CLC) (inside empl.) |
| Calgary City, Alta. | Public Empl. (CLC) (outside empl.) |
| Calgary General Hospital, Calgary, Alta. | Public Empl. (CLC) |
| Calgary Power & Farm Electric Services, Alta. | Empl. Assn. (Ind.) |
| Canada Steamship Lines, Ont. & Que. | Railway Clerks (AFL-CIO/CLC) |
| Cdn. British Aluminum, Baie Comeau, Que. | Metal Trades' Federation (CNTU) |
| Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. | Clothing Wkrs. Federation (CNTU) |
| Continental Can, St. Laurent, Que. | CLC-chartered local |
| David & Frere, Montreal, Que. | Empl. Assn. (Ind.) |
| Dominion Coal, Glace Bay, N.S. | Mine Wkrs. (Ind.) |
| Dominion Steel & Coal, Sydney, N.S. | Steelworkers (AFL-CIO/CLC) |
| Dominion Steel & Coal, Trenton, N.S. | Steelworkers (AFL-CIO/CLC) |
| Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont. | Steelworkers (AFL-CIO/CLC) |
| Donohue Bros., Clermont, Que. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| E. B. Eddy, Hull, Que. | Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Edmonton City, Alta. | Public Empl. (CLC) (outside empl.) |
| Fairey Aviation, Eastern Passage, N.S. | Machinists (AFL-CIO/CLC) |
| Fisheries Assn., B.C. | United Fishermen (Ind.) (tendermen) |
| Fisheries Assn. & Cold Storage Cos., B.C. | United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.) |
| Hamilton City, Ont. | Public Empl. (CLC) (office empl.) |
| Hamilton City, Ont. | Public Service Empl. (CLC) (outside empl.) |
| H. J. Heinz, Leamington, Ont. | Packinghouse Wkrs. (AFL-CIO/CLC) |
| Hudson Bay Mining, Flin Flon, Man. | CLC-chartered local, Machinists (AFL-CIO/CLC) & others |
| Iron Ore of Can., Nfld. & Que. | Steelworkers (AFL-CIO/CLC) |
| Lever Bros., Toronto, Ont. | Chemical Wkrs. (AFL-CIO/CLC) |
| Manitoba Rolling Mill, Selkirk, Man. | Steelworkers (AFL-CIO/CLC) |
| Manitoba Telephone | I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.) |
| Manitoba Telephone | I.B.E.W. (AFL-CIO/CLC) (traffic empl.) |
| Manitoba Telephone | Man. Telephone Assn. (Ind.) (clerical & maintenance empl.) |
| Montreal City, Que. | Fire Fighters (AFL-CIO/CLC) |
| Montreal City, Que. | Public Service Empl. (CLC) (outside empl.) |
| New Brunswick Power Commission, province-wide | I.B.E.W. (AFL-CIO/CLC) |
| Noranda Copper & Brass, Montreal, Que. | Empl. Assn. (Ind.) |
| Northern Electric, Belleville, Ont. & Montreal, Que. | Empl. Assn. (Ind.) (plant empl.) |
| Northern Electric, Montreal, Que. | Office Empl. Assn. (Ind.) |
| Old Sydney Collieries, Sydney Mines, N.S. | Mine Wkrs. (Ind.) |
| Ottawa Civic Hospital, Ottawa, Ont. | Public Empl. (CLC) |
| Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Royal Alexandra Hospital, Edmonton, Alta. | Public Empl. (CLC) |
| St. Boniface General Hospital, St. Boniface, Man. | Empl. Union of Hospital Institutions (Ind.) |
| Saint John Shipbuilding & Dry Dock, Saint John, N.B. | Various unions |

| Company and Location | Union |
|---|---|
| Saskatchewan Government | Sask. Govt. Empl. Assn. (Ind.) (labour service empl.) |
| Saskatchewan Government Telephones | Communications Wkrs. (AFL-CIO/CLC) |
| Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. | CLC-chartered local & Public Service Empl. (CLC) |
| Silverwood Dairies, Toronto, Ont. | Retail, Wholesale Empl. (AFL-CIO/CLC) |
| Shell Oil, Montreal East, Que. | Empl. Council (Ind.) |
| TCA, Canada-wide | Machinists (AFL-CIO/CLC) |
| Telegram Publishing, Toronto, Ont. | Newspaper Guild (AFL-CIO/CLC) |
| Toronto General Hospital, Toronto, Ont. | Building Service Empl. (AFL-CIO/CLC) |
| Toronto Star, Toronto, Ont. | Newspaper Guild (AFL-CIO/CLC) |
| Vancouver City, B.C. | Public Empl. (CLC) (inside empl.) |
| Vancouver General Hospital, Vancouver, B.C. | Public Empl. (CLC) |
| Winnipeg City, Man. | Public Service Empl. (CLC) |
| Winnipeg General Hospital, Winnipeg, Man. | Public Empl. (CLC) |

**Conciliation Officer**

| | |
|---|---|
| Canada & Dominion Sugar, Montreal, Que. | Bakery Wkrs. (CLC) |
| Cdn. Lithographers' Assn., Eastern Canada | Lithographers (Ind.) |
| Dairies (various), Vancouver & New Westminster, B.C. | Teamsters (Ind.) |
| Falconbridge Nickel, Falconbridge, Ont. | Mine, Mill & Smelter Wkrs. (Ind.) |
| Hospitals (4), Trois Rivieres, Que. | Service Empl. Federation (CNTU) |
| International Nickel, Port Colborne & Sudbury, Ont. | Steelworkers (AFL-CIO/CLC) |
| K.V.P. Company, Espanola, Ont. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Northern Forest Products, Port Arthur, Ont. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Outboard Marine, Peterborough, Ont. | Steelworkers (AFL-CIO/CLC) |
| Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que. | I.L.A. (AFL-CIO/CLC) |
| Stanrock Uranium Mines, Elliot Lake, Ont. | Steelworkers (AFL-CIO/CLC) |
| Vancouver Board of Police Commissioners, Vancouver, B.C. | B.C. Peace Officers (CLC) |
| Vancouver City, B.C. | Fire Fighters (AFL-CIO/CLC) |
| Vancouver City, B.C. | Civic Empl. (Ind.) (outside empl.) |

**Conciliation Board**

| | |
|---|---|
| B.C. Shipping Federation, various ports | Longshoremen & Warehousemen (CLC) |
| Cdn. Industries, Brownsburg, Que. | Mine Wkrs. (Ind.) |
| Council of Printing Industries, Toronto, Ont. | Printing Pressmen (AFL-CIO/CLC) |
| Eastern Canada Stevedoring & two others, Toronto, Ont. | I.L.A. (AFL-CIO/CLC) |
| Firestone Tire & Rubber, Hamilton, Ont. | Rubber Wkrs. (AFL-CIO/CLC) |
| Goodyear Tire & Rubber, New Toronto, Ont. | Rubber Wkrs. (AFL-CIO/CLC) |
| Hotel Empress (C.P.R.), Victoria, B.C. | Railway, Transport & General Wkrs. (CLC) |
| Marathon Corp., Port Arthur, Ont. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Northern Electric (western region) Toronto, Ont. | Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.) |

**Post-Conciliation Bargaining**

(No cases during February)

**Arbitration**

| | |
|---|---|
| Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Quebec City, Que. | Municipal & School Empl. Federation (Ind.) (inside empl.) |
| Quebec City, Que. | Municipal & School Empl. Federation (Ind.) (outside empl.) |

**Work Stoppage**

| | |
|---|---|
| Que. Iron & Titanium, Sorel, Que. | Metal Trades' Federation (CNTU) |

## Part III—Settlements Reached During February 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALBERTA GOVERNMENT TELEPHONES, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC) (PLANT EMPL.): 2-yr. agreement covering 1,100 empl.—wage increases of 3% retroactive to Nov. 1, 1962 and 3% eff. Nov. 1, 1963; rate for groundmen after Nov. 1, 1963 will be $2.01 an hr.

AMERICAN CAN, HAMILTON, SIMCOE, ONT. & MONTREAL, QUE.—CLC-CHARTERED LOCALS: 2-yr. agreement covering 1,500 empl.—wage increases of 3¢ an hr. eff. Jan. 1, 1964 and 3¢ an hr. eff. on expiry date Dec. 31, 1964; cost-of-living adjustment (1¢ for each 0.4 or 0.5 point

change in consumer price index) maintained; employer to contribute 2¢ an hr. per empl. additional to S.U.B. plan (total contribution to be 5¢ an hr. per empl.); under S.U.B. plan, benefits to be approximately 65% of wages; hospital benefits extended to 365 days of continuous hospital confinement (formerly 120 days); weekly sickness and accident benefits payable up to 52 wks. of illness (formerly 26 wks.) and maximum benefits increased to $75 a wk. (formerly $68); pension for retiring empl. increased to $3.25 a mo. per yr. of accredited service, and monthly pensions of present pensioners increased by $6; disability pensions increased to $5 a mo. per yr. of accredited service (formerly $3); supplementary pension of $40.50 a mo. payable from ages 65 to 69 introduced; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); vacations of 1 wk. after 1 yr. of service, 2 wks. after 3 yrs. of service and 4 wks. after 25 yrs. of service maintained; new provision for 3 mo. leave of absence with pay every 5 yrs. for empl. with 15 or more yrs. of service eff. Jan. 1, 1964; rate for labourer after Dec. 31, 1964 will be $2.36 an hr.

CANADAIR, ST. LAURENT, QUE.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 3,400 empl.—settlement pay of $24 or 3¢ an hr. for hrs. worked since Oct. 1, 1962; empl. laid off between Oct. 1, 1962 and Feb. 1, 1963 will be paid 3¢ an hr. for time worked in that period if recalled before July 1, 1963; wage increases ranging from 2¢ to 4¢ an hr. eff. Feb. 16, 1963, from 2¢ to 4¢ an hr. eff. Sept. 28, 1963; major medical group insurance benefits extended to cover dependents eff. May 1, 1963 (formerly empl. only); pensions (formerly 1.75% of annual earnings) increased to 1.85% up to Sept. 30, 1962 and to 2% after Oct. 1, 1962; employer contributions to pension plan increased; labourer's rate after Sept. 28, 1963 will be $1.78 an hr.

CONSUMERS GLASS, TORONTO, ONT.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 2¢ an hr. eff. Feb. 26, 1963, 5¢ an hr. eff. Nov. 1, 1963, 5¢ an hr. eff. Nov. 1, 1964 and 5¢ an hr. eff. Nov. 1, 1965; 9 paid holidays when Boxing Day added in 1964 (formerly 8); 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); rate for labourer after Nov. 1, 1965 will be $1.85 an hr.

DEHAVILLAND AIRCRAFT, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC) (CLERICAL EMPL.): 3-yr. agreement covering 700 empl.—wage increases ranging from $1.55 a wk. to $4.85 a wk. retroactive to Nov. 3, 1962, $1.25 to $4.25 a wk. eff. Feb. 15, 1964 and $1.10 a wk. across-the-board eff. Feb. 15, 1965; cost-of-living allowance formula (50¢ a wk. for each full point change in the consumer price index) continued; in addition to 8 paid holidays, empl. to receive ½ day off with pay before Christmas Day; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); weekly sickness and accident benefits to range from $40 to $60 a wk. (formerly $35 to $50); maximum surgical benefits increased to $650 (formerly $500); S.U.B. plan to be introduced with the employer contributing 5¢ an hr. per empl. beginning March 1, 1964; rate for clerk-stenographer after Feb. 1965 will be $68.85 a wk.

DOMTAR NEWSPRINT (NIPIGON WOODLANDS DEPT.) (FORMERLY ST. LAWRENCE CORP.), NIPIGON, ONT.—CARPENTERS (LUMBER AND SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—wage increases of 6¢ an hr. on hourly rates, 48¢ a day on daily rates and 2% on piecework rates, retroactive to Sept. 1, 1962; additional wage increase of 2% on piecework rates eff. Sept. 1, 1963; weekly hrs. for day work classifications to be reduced from 44 to 40 with maintenance of take-home pay, eff. Sept. 1, 1963; rate for general labourer after Sept. 1, 1963 will be $15.22 a day.

HOSPITALS (10), MONTREAL AND DISTRICT, QUE.—SERVICE EMPL. FEDERATION (CNTU): 1-yr. agreement covering 5,000 empl.—arbitration award granting wage increases ranging from $5 to $12 a wk. with one half the increase retroactive to Jan. 1, 1962; broken shift premium of 65¢ a day introduced; 2 wks. vacation after 1 yr. of service (new clause), 4 wks. after 15 yrs. (formerly after 20 yrs.); 1 wk. sick leave after 6 mo. of service, 2 wks. after 1 yr. and 3 wks. after 5 yrs.; compulsory check-off and modified union shop provisions introduced; rate for hospital maid $42 to $47 a wk. and rate for washman $61 to $66 a wk.

MEN'S CLOTHING MFRS. ASSN., TORONTO, ONT.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 3,500 empl.—wage increase of 4½% eff. July 1, 1963; wage reopener on anniversary dates; P.S.I. coverage extended to dependents (formerly empl. only); infirm empl. retiring at age 60 to be covered by hospital insurance.

MILLINERY MFRS. ASSN., MONTREAL, QUE.—HATTERS (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of $2 a wk. eff. Feb. 16, 1963, $2 a wk. eff. Feb. 16, 1964 and $1 a wk. eff. Feb. 16, 1965; 7 paid holidays (formerly 6); minimum hours to qualify for annual vacation reduced to 1,350 hrs. (formerly 1,400 hrs.); employer contributions to retirement fund increased to 2% (formerly 1%); improvements in sickness and accident benefits; employers' products will bear union label.

MOIRS LTD. & MOIRS SALES, HALIFAX, N.S.—TEAMSTERS (IND.) & BAKERY WKRS. (CLC): 1-yr. agreement covering 600 empl.—wage increase of 2¢ an hr. eff. Feb. 15, 1963 (negotiated in previous agreement to take effect after its expiry).

MONTREAL CITY, QUE.—PUBLIC SERVICE EMPL. FEDERATION (CNTU) (INSIDE EMPL.): 2-yr. agreement covering 3,700 empl.—wage increase of $300 a yr. effective Dec. 1, 1962; retroactive to June 17, 1962 empl. reclassified into 18 groups ranging from a low of $2,500 to $3,200 to the highest of $8,900 to $10,100 (formerly 163 different pay scales); no increase for 420 empl. at maximum of the wage groups.

MONTREAL GENERAL HOSPITAL, MONTREAL, QUE.—SERVICE EMPL. FEDERATION (CNTU): 1-yr. agreement coverng 800 empl.—arbitration award granting wage increases ranging from $5 to $12 a wk. with one half the increase retroactive to April 1, 1962; premium of $5 a wk. for broken shifts (formerly 75¢ a day); 9 paid holidays (formerly 7); 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); compulsory check-off and modified union shop provisions introduced; rate for orderly $54 to $68 a wk.

(*Continued on page 253*)

# Upgrade U.S. Vocational Rehabilitation Office

**Office of Vocational Rehabilitation becomes the Vocational Rehabilitation Administration; Mary Switzer named Commissioner. U.S. foundation honours Canadian. Ontario County Rehabilitation Council arranges three-day conference**

Among the changes in the United States Department of Health, Education and Welfare announced by Secretary Anthony J. Celebrezze was the upgrading of the Office of Vocational Rehabilitation, which has been renamed the Vocational Rehabilitation Administration.

"The size and importance of the Vocational Rehabilitation Program has increased markedly over the past several years," the Secretary stated. "Miss Mary Switzer, who had so ably directed this program since 1950, will head the Administration with the title of Commissioner."

### U.S. Foundation Honours Canadian

Dr. Murray L. Barr of Belmont, Ont., head of the microscopic anatomy department at the University of Western Ontario, was one of four scientists who received cash awards and trophies from the Joseph P. Kennedy Jr. Foundation. The presentations were made by President Kennedy.

Dr. Barr received $8,333 for his own use and $25,000 to use in furthering his research projects. Dr. Ivor Asbjorn Folling of Oslo, Dr. Jerome Lejeune, University of Paris, and Joe Hin Tjio of Indonesia were the other scientists receiving awards.

The Foundation, established by President Kennedy's father in memory of a son killed during the Second World War, was begun to encourage research in the field of mental retardation. These were the first awards made from the Foundation.

### Ontario County Rehabilitation Conference

A conference on rehabilitation arranged by the Ontario County Rehabilitation Council, sponsored by the Ontario Department of Health, which brought together many workers in rehabilitation from Ontario and farther afield was held at Oshawa, Ont., on February 27 to March 1. The keynote address, on the theme "Scope and Purpose of Rehabilitation in the Community," was given by Hon. Dr. M. B. Dymond, Ontario Minister of Health.

Special speakers included Ian Campbell, National Co-ordinator, Civilian Rehabilitation; Rev. Daniel Coughlan, Director of Probation Services, Attorney General's Department; Edward Dunlop, O.B.E., Executive Director, Canadian Arthritis and Rheumatism Society, and Dr. Gustave Gingras, Executive Director, Rehabilitation Institute of Montreal.

Subjects discussed during the three-day conference included "Rehabilitation of: the Chronic and Physically Impaired, Those with Impaired Sight and Hearing, Persons with Subnormal Intelligence, the Mentally Ill and the Young Offenders."

Dr. Gingras spoke on "Physical Medicine and Rehabilitation Institutes" and joined Dr. Bruce Young of the Frontenac and District Rehabilitation Centre; Charles Lyons, Rehabilitation Institute of Ottawa; Dr. G. D. K. Palmer, Hamilton Institute of Physical Medicine; Dr. Russell Youngberg, Reading Institute of Rehabilitation, Reading, Pa.; and Dr. G. S. Crawford, Toronto Western Hospital, in a panel discussion on "Rehabilitation Centres."

Wade Hampton, President, Operation Reliance, Incorporated, gave an illustrated talk on "Sheltered Workshops."

Kenneth Hawkins, Director of Rehabilitation in the Ontario Department of Health, was moderator of a panel consisting of Mr. Campbell; Jack Amos, Director of Rehabilitation Services, Ontario Department of Welfare; Harry Worling, Chief Rehabilitation Officer, Workmen's Compensation Board, Toronto; Mrs. E. A. Collins, President of the Ontario County Rehabilitation Council; and Dr. John E. Hastings, University of Toronto School of Hygiene. The subject of discussion was "Federal, Provincial and Community Facilities for Rehabilitation."

The discussion on the final day explored the position of the handicapped in industry. Participants in this discussion were Dr. G. Chmara, Medical Director, General Motors of Canada; Douglas Hamilton, Ontario Federation of Labour; Gower Markle, United Steelworkers of America; A. C. Rice, International Harvester Company of Canada; A. Stapleton, General Motors of Canada; and the Special Placements Officer, National Employment Service, Oshawa.

The final session took a look at the trends for the future of rehabilitation and what programs and facilities will be needed in the community. Dr. C. Jackson, Psychologist of the Medical Health Clinic of Oshawa, presented recommendations arising out of the discussions.



64903-8—3

# Survey of Unemployed Older Workers

**Survey in one U.S. labour market area of unemployed male workers between ages of 45 and 64 indicates that labour market differentiates among older workers and hiring discrimination does not necessarily contribute to their unemployment**

A study of 195 unemployed male workers between the ages of 45 and 64 in one United States labour market area has indicated that the labour market differentiates among older workers and that discrimination does not necessarily contribute to their inability to obtain employment.

Older workers themselves were convinced that refusal of employers to hire older workers was the major barrier to their finding jobs. But the findings of the study suggest that three separate groups of older workers—each with separate employment problems—can be identified on the basis of personal and work history characteristics. A different approach seems to be required to the problems of each of these groups.

Most of the older workers interviewed had extended periods of unemployment. More than half were jobless for a year or longer. The survey showed, however, that long-term unemployment, even when jobs were scarce, was not experienced equally by all groups. Long periods of joblessness were particularly frequent for workers aged 55 and over, for those who had a low educational level, for blue collar workers with little skill, and for those who had to leave previous jobs for health reasons.

The relationship between length of unemployment and level of education was found to be striking. Fifty-seven per cent of those with less than grade nine education were out of work for a year or more. This compared with 44 per cent of those with more education.

The combination of advanced age and low education had particularly severe consequences. Sixty-five per cent of those aged 55 and over with less than grade nine education were jobless for 12 months or longer.

In one of the three identifiable groups are those older workers whose skills and abilities are in such demand that loss of a job means only a short period of unemployment. This group is usually able to find employment through its own efforts.

A second group of older workers are those who may be qualified only for jobs at low skill levels but who have work records, some level of skill and education, and health, all of which make them fully capable of employment in various types of work. In many cases unemployment among this group appears to stem from displacement from long-tenure jobs because of plant shutdowns or other technological changes. It seems that, wherever possible, the most effective aid to workers in this category lies in arrangements for avoiding permanent separation from their employers through such devices as inter-plant or inter-department transfers when facilities are closed down or jobs destroyed because of technological change.

Those from this category who become unemployed could benefit from various kinds of assistance in making labour market adjustments. Among those interviewed, few had taken or were interested in retraining. Nevertheless, workers in this group generally have the potential for continued and useful work force participation, and special efforts in counselling, training and job referral might assist them in securing employment.

The third group appears to be those whose level of education, skill and training, health, or motivation—to work are such that their chances of being able to compete for jobs, except in periods of extreme labour shortage, are very low. Many who fall into this category are over age 55. The study suggests that consideration be given to ways and means of making withdrawal from the labour force financially feasible for members of this group. Experience in Canada, however, indicates that special counselling, retraining and selective placement can lead, in many cases, to jobs even for members of this group.

The study was made in Peoria, Ill. The paper describing the findings was by Walter H. Franke, Institute of Labor and Industrial Relations, University of Illinois. The objective of the study was to determine how the personal and work history characteristics, perceptions of the job market, and job-seeking patterns of older workers were related to the length of unemployment.

The survey was admittedly limited and not necessarily representative of all unemployed workers in the area at the time. It included only those who were registered at the state employment service. Furthermore, the results were affected by the particular characteristics of the Peoria labour market. Also, much of the period covered was one in which job openings were scarce.

# The Woman Worker, 1891

Twenty-five years after Confederation one out of every eight paid workers in Canada was a woman. This fact emerged from the 1891 Census of Canada, the first to segregate statistics on the number of women workers.

The ten leading occupations, all closely associated with the work of the home were: servant, dressmaker, teacher, farmer, seamstress, tailoress, saleswoman, housekeeper, laundress and milliner.

Mills and factories, many of them taking over work formerly done in the home, had come into being. Women worked in the laundries and canneries, tended machines in cotton, woollen and knitting mills, and did simple routine jobs in the making of cigars, soap, corsets, clothing, shoes, biscuits and candy.

Nearly one half of these women (48 per cent) were in Ontario and 27 per cent in Quebec. The Maritimes accounted for 20 per cent and western Canada for about 5 per cent.

In the light of these data, of considerable interest is a contemporary study, "The Conditions of Female Labour in Ontario," by Jean Thomson Scott, B.A., published in 1892 in *Toronto University Studies in Political Science,* First series, No. III. It was the first contribution to the Studies "by a lady graduate."

**Reasons for working**—Miss Scott believed that the entry of women into the working world was due to "advancing civilization"—with new employments continually opening up "which require but slight experience and seem adapted for women"—to a need for women to earn their own living, to the desire for a "certain standard of comfort," and to social conditions of life that made it prudent for girls "to learn some occupation so as to be prepared for future risks."

**Hours of work**—The Ontario Factory Act of 1884 had imposed a limit of 60 hours per week and 10 hours per day for women. Many factories had shorter hours, however, awakening the hope that 55 hours might become the limit.

Stores and shops closed at 9:00 on week days and at 10:00 or 12:00 on Saturday nights, with the result that "girls have often to find their way home alone at late hours along lonely streets." Office workers usually ended their working day between 5 and 6 p.m. Nurses worked 12-hour shifts.

**Protective legislation**—The Factory Act applied to manufacturing establishments employing six persons or more, and the Shops Regulation Act limited hours of work in so far as girls under the age of 16 were concerned. All the rest—domestic workers, seamstresses and tailoresses in small establishments, store clerks and milliners—remained unprotected by the law.

There was not even a prohibition on night work. For example, girls in Toronto were sometimes employed "from 11 p.m. until 5 or 6 a.m. setting up type . . . for the cable despatches to country newspapers."

In situations where the work was not too difficult, the author noted, women were gradually displacing men at lower rates of pay, "thus supplying a source of cheap labour." She added: "There is no doubt that if women were paid the same rates as the men they would not be so largely employed."

Further, Miss Scott warned that displacement of male workers by women at lower wages was having a detrimental effect on men's earning ability and constituted a serious threat to family security. "Let women, when they wish to compete with men meet them on fair ground by demanding equal remuneration," she advised.

The learned professions were outside the scope of the enquiry, but, commenting on women's entry into medicine, Miss Scott wrote, ". . . if the entering of such professions . . . can tend in any way to aid in the general improvement of women wage-earners as a whole, that of itself is a sufficient reason why women should do so."

**Married women**—Most married women in gainful work preferred occupations that could be carried on at home, such as dressmaking, millinery, sewing, tailoring, laundry, or keeping boarders. "Married women in Canada," wrote Miss Scott, "do not seem to go out to work as long as their husbands are at all able to support them."

**Organization**—Efforts to organize women's trade unions had met with little success; in some instances they had joined men's unions. There did not exist "that class spirit among women that is necessary to organize progress."

Nevertheless, a latent urge to organize had found expression in the "formation of women's clubs for various objects." The Young Women's Christian Guild, organized in Toronto in 1886, had as its aims promotion of the "spiritual, moral, intellectual, social and physical welfare of young women." Miss Scott predicted, "Where trade unions fail, such associations as this will succeed in advancing the cause of woman."


64903-8—3½

# TEAMWORK in INDUSTRY

The Calgary School Board of Calgary, Alta., and its 350 caretaker employees, members of Local 40, National Union of Public Employees, completed five successful years of labour-management co-operation on St. Patrick's Day.

Labour-Management Committee secretary M. A. Jacobson reported that while union and employer have initially held differing viewpoints on numerous occasions, the harmony and cordial relations established at committee meetings have facilitated mutually agreeable solutions. "The committee eases implementation of Board policies by acquainting both parties with the facts beforehand," he said. "Major problems requiring policy decisions from the administration are expedited when full information expressing the viewpoints of both union and management is made available before a policy decision is reached."

Said J. J. Smart, Calgary School Board's architect and building superintendent: "The success of the Labour-Management Committee program is proved by management's desire to continue in this area. The improved employee-management climate, resulting from the committee's activities since its inception, makes the time and effort spent in preparing and holding meetings worthwhile. Face-to-face contacts between line administrators and employees help both parties to give responsible leadership in this vital area of public service."

Speaking on behalf of Local 40, union president L. W. Davies commented: "Our union recognizes the importance of meeting regularly with management representatives to resolve differences and expedite solutions to problems which would otherwise grow to undue proportions. The success of the last five years of labour-management co-operation in our service is manifested by the high level of interest shown by our membership and by the fact that both labour and management consider the committee an essential part of the working scene."

* * *

A random survey of the suggestions submitted by the six labour-management committees serving Calgary's civic administration has been described as an "eye-opener" because of the number, variety and value of the proposals. According to safety supervisor G. A. Grassick, the city recently introduced an incentive award plan which is operated by the six Labour-Management Production and Safety committees. Faith in the committees' effectiveness is climbing rapidly. Accompanying one suggestion submitted by an employee was the comment: "You are the only committee that can rectify this situation."

* * *

Management of the Saskatchewan Transportation Commission recently invited employees in the Regina and Moose Jaw districts to a Labour-Management Committee "open house" where they were asked to criticize company and LMC operations and suggest how they might be improved for 1963. STC employees are members of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (CLC).

* * *

Frank Everingham, managing director of the Aero Petroleum Company Ltd., Barking, Essex, England, has found that the best way to generate good relations with his workers is to sit down with their union representatives and discuss joint problems over beer and food.

The first of such meetings was attended by about 30 of the company's 70 tanker drivers and operatives. Mr. Everingham rented a room at a local "pub," laid on beer and victuals, and invited union officials, shop stewards and key employees of the company. Reported Mr. Everingham: "The meeting showed there was tremendous co-operation between management and staff, and all recognized the need for personal endeavour to increase productivity and efficiency."

Union reaction about the meeting was expressed by William Crump, branch secretary of the oil trades section of the Transport and General Workers Union. "It was a first class idea," he said. "It enabled both the men and management to get together on common ground." Added tanker driver Ronald Hughes: "We must remember that we are all members of the same company from the top to the bottom, and if the atmosphere at the meeting is continued in our everyday work, then productivity and efficiency must increase."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued three certificates, ordered two representation votes, and granted one application for revocation of certification. During the month the Board received four applications for certification and allowed the withdrawal of one application for certification and of one request under Section 61 (2) of the Act for review of an earlier decision.

### Applications for Certification Granted

1. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the New York Central Railroad Company, Lessee of the Michigan Central Railroad and Sub-lessee of The Canada Southern Railway (L.G., Jan., p. 47). The Brotherhood of Locomotive Firemen and Enginemen had intervened.

2. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698, on behalf of a unit of reservations agents employed by the Compagnie Nationale Air France in its Reservations Section at Place Ville Marie, Montreal, Que. (L.G., Jan., p. 47).

3. General Truck Drivers Local Union No. 879, General Truck Drivers Union Local No. 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of operating and maintenance employees employed by Motorways (Ontario) Limited, Rexdale, Ont. (L.G., Feb., p. 143). The Canadian Transportation Workers Union Local No. 200, National Council of Canadian Labour, had intervened.

### Representation Votes Ordered

1. International Longshoremen's and Warehousemen's Union, Local 501, applicant, and Western Stevedoring Company Limited, Vancouver, B.C., respondent (received during month) (Returning Officer: G. H. Purvis).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and The Windsor Truck and Storage Company Limited, Windsor, Ont., respondent (received during month) (Returning Officer: A. B. Whitfield).

### Application for Revocation Granted

The Board granted an application for revocation of certification affecting P. G. Robertson, H. R. Douglas, *et al.*, applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and the International Association of Machinists, respondent (L.G., Jan., p. 48).

### Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of lockermen and waterboys employed by Western Stevedoring Company Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis). (See "Representation Votes Ordered." above.)

2. Commercial Telegraphers' Union, C.N. System, Division 43, on behalf of a unit of messengers employed by the Canadian National Railways, Telecommunications Department (Investigating Officer: A. B. Whitfield). (See "Application for Certification Withdrawn," below.)

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of The Windsor Truck and Storage Company Limited, Windsor, Ont. (Investigating Officer: A. B. Whitfield). (See "Representation Votes Ordered," above.)

4. General Drivers, Warehousemen and Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by Empire Freightways Limited, Winnipeg, Man. (Investigating Officer: J. S. Gunn).

## Application for Certification Withdrawn

Commercial Telegraphers' Union, C.N. System, Division 43, applicant, and Canadian National Railways, Telecommunications Department, respondent (received during month).

## Request for Review Withdrawn

Request for review of the certificate issued by the Board on June 23, 1958, affecting the International Association of Machinists, applicant, and TransAir Limited, St. James, Man., respondent (L.G., Dec. 1962, p. 1387).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Niagara Television Limited, Hamilton, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

2. TransAir Limited, Winnipeg, and Canadian Air Line Pilots' Association (Conciliation Officer: J. S. Gunn).

### Settlements Reported by Conciliation Officers

1. Niagara Television Limited, Hamilton, Ont., and National Association of Broadcast Employees and Technicians (see above).

2. Alberta Wheat Pool, Burrard Terminals Limited, Pacific Elevators Limited, Saskatchewan Wheat Pool and United Grain Growers Limited, and Grain Workers' Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 49).

3. John N. Brocklesby Transport Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1962, p. 1283).

### Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in November 1962 to deal with a dispute between Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Jan., p. 49) was fully constituted in January with the appointment of Mario Du Mesnil of Montreal, as Chairman. Mr. Du Mesnil was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Clement-Noel Beauchamp of Hull and Robert Bouchard of Montreal, who were previously appointed on the nomination of the companies and union, respectively.

### Conciliation Board Reports Received

1. Pacific Western Airlines Limited, Vancouver, B.C., and Pacific Western Airlines Traffic Employees Association (L.G., Dec. 1962, p. 1392). The text of the report is reproduced below.

2. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (L.G., Dec. 1962, p. 1392). The text of the report is reproduced below.

# Report of Board in Dispute between

## Pacific Western Airlines Limited
## and
## Pacific Western Airlines Traffic Employees Association

This was a Board of Conciliation and Investigation which was appointed under the provisions of the Industrial Relations and Disputes Investigation Act to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement which the parties will accept and to report to the Honourable, the Minister of Labour, pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act.

A. Boyd Ferris appeared for the employer; Robert R. Smeal appeared for the bargaining agent.

The parties agreed the Board had been properly constituted and had jurisdiction

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Traffic Employees Association.

The Board was under the chairmanship of William E. Philpott, LL.B., Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, John G. Gould and John Drew, both of Vancouver, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Mr. Gould. The minority report was submitted by Mr. Drew.

The majority and minority reports are reproduced here.

to make recommendations in relation to the matters in dispute.

The Board met with the parties on November 29, November 30, December 5 and December 9. The Board held deliberations on December 13, December 18, December 19 and December 24, 1962.

Two issues were in dispute, namely:

1. Wages.

2. Six-day work week.

The Association contended that the guiding factor for pay rates should be the rates paid by Canadian Pacific Airlines and Trans-Canada Airlines. The employer replied stating that the employees of Pacific Western Airlines should have their wages compared with wages paid to employees of regional air lines and not trunk air lines.

The Board herein is of the opinion at this stage of operations the proper comparison in relation to parity should be made with the regional air lines, e.g., Canadian Nordair, Quebecair, etc., which airlines operate the same type of business as does Pacific Western Airlines.

In regard to the six-day work week—the method by which 40 hours of work per week are worked in six day shifts of six hours and forty minutes (6 hours 40 minutes)—the Association requested that in order to compensate employees losing one day per week that "For employees working other than an eight-hour day, one day per week will be added as an accumulated rest day and such rest day will accumulate to not more than ten."

The employer's reply was to the effect that none of the regional carriers had this plan in operation and that such a clause in the agreement would necessitate the hiring of extra men to cope with the situation.

The Board herein respectfully recommends as follows:

1. That the term of a new agreement be for one year, from July 1, 1962 to June 30, 1963.

2. **Wages**—That there be an increase in wages across the board to all employees in the amount of fifteen dollars ($15.00) per month, retroactive to July 1, 1962.

3. **Six-day work week**—That there be no change made at this time in relation to the present six-day work week.

Dated at Vancouver, B.C., this 3rd day of January, A.D. 1963.

(*Sgd.*) W. E. Philpott,
*Chairman.*

(*Sgd.*) John G. Gould,
*Member.*

## MINORITY REPORT

The following is a Minority Report arising out of the above named dispute.

1. **Wages:** While the employer's financial position is recognized as serious, I must adhere to recognized authority and principle as they traditionally apply to the problem of wage determination in such situations. I regret that my fellow members together eliminated the consideration of just salaries in favour of the employer's purported financial condition.

These employees associated themselves as a bargaining agent in 1960 at which time certain category adjustments were instituted. There has never been a general salary increase. Salaries are excessively low and are definitely inferior when measured in terms of any accepted standard.

I have no hesitation in recommending a minimum salary increase of ten per cent, retroactive to the date of termination of the current collective agreement.

It is obvious, too, that where certain occupations are reasonably similar to those of Canadian Pacific Airlines and Trans-Canada Airlines, both of whom are currently operating similiar "short-haul" or domestic regional services, similar wages and working conditions should apply.

2. **Six Day Work Week:** I adhere to the majority decision in this matter with the recommendation that the employer prepare to institute the "accumulated rest days" system as compensation for the six-day work week during the new contract period.

In conclusion I would state that the bargaining agent has presented a reasonable and well-documented argument. The wage issue is simply one of recognized desert conflicting with purported inability to pay. In such a situation, standard wages and working conditions for employees must receive first consideration.

Dated at Vancouver, B.C., this 14th day of January, A.D., 1963.

(*Sgd.*) John Drew,
*Member.*

# Report of Board in Dispute between

## Pacific Western Airlines Limited
## and
## Canadian Air Lines Flight Attendants' Association

This was a Board of Conciliation and Investigation which was appointed under the provisions of the Industrial Relations and Disputes Investigation Act to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement which the parties will accept, and to report to the Honourable the Minister of Labour, pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act.

A. Boyd Ferris appeared for the Employer; Robert R. Smeal appeared for the bargaining agent.

The parties agreed the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matters in dispute.

The Board met with the parties on November 29, November 30, December 5 and December 9; the Board held deliberations on December 13, December 18, December 19 and December 24, 1962.

The Flight Attendants' Association requested eight changes in the new agreement in relation to:

1. Wages.
2. Amendment of Article 5, Paragraph 9.
3. Guarantee of minimum flight credits.
4. Increase in number of days off per month.
5. Extension of vacation time.
6. Re Scheduled Flights—Letter of Undertaking.
7. Number of stewardesses per flight to be fixed according to seating capacity of aircraft.
8. Scheduling rules consistent with the application of block system.

The Association contended that stewardesses' wages should be on a par with wages paid to Trans-Canada Airlines and Canadian Pacific Airlines stewardesses.

These latter two airlines are the major airlines in Canada and operate a trans-Canada trunk line service.

Pacific Western Airlines are regional air carriers as are Canadian, Nordair, Quebecair, etc. The Board is of the opinion that Pacific Western Airlines is not the same type of carrier as are the two major airlines of Canada but is directly comparable with the Canadian regional airlines. In this respect the wages paid to stewardesses by Pacific Western Airlines exceed the wages paid to stewardesses by the other Canadian regional airlines.

The Board was unable to reach a unanimous decision. Mr. Drew has indicated he will file a minority report.

Therefore the Board herein respectfully submits the following recommendations to be incorporated into the new collective agreement.

1. **Wages**

That there be no change in the current wage schedule.

2. **Article V—Paragraph 9**

That the words "scheduled to be" be deleted from this paragraph.

3. **Flight Credits Guarantee**

It is recommended that the parties herein continue negotiations on the basis of the employer's proposal as enunciated at the hearings.

4. **Days off per Month**

No change is recommended at this time.

5. **Extension of Vacation Time**

No change is recommended at this time.

6. **Re Scheduled Flights—Letter of Undertaking**

It is recommended that the parties herein continue negotiations on the basis of the employer's proposal as enunciated at the hearings.

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver, and Canadian Air Lines Flight Attendants' Association.

The Board was under the chairmanship of William E. Philpott, LL.B., Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, John G. Gould and John Drew, both of Vancouver, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Gould. The minority report was submitted by Mr. Drew.

The majority and minority reports are reproduced here.


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7. **Minimum Flight Attendants Complement**

The union requests that the minimum Flight Attendant complement for each aircraft shall be determined by equipment capacity on the basis of one (1) Flight Attendant for each twenty (20) passengers or major fraction thereof.

The Board is of the opinion that the system to determine Flight Attendants complement per aircraft, as suggested by the union, is not basically a practical one.

However, in view of the fact that "in 1960 the company agreed that as a matter of policy two Flight Attendants would be carried on all flights carrying over 40 passengers" the Board is of the opinion that the company should adhere to their declared policy in this regard, in order to protect the working conditions of Flight Attendants by not unduly increasing their work load.

Therefore, this Board recommends that when a foreseeable pattern appears of more than 40 passengers there should be a complement of two (2) Flight Attendants.

8. **Block System Scheduling Rules**

As declared to the parties herein by the Board at the hearings, the Board recommends that the parties continue negotiations in relation to scheduling rules consistent with the application of any block system which might be established by the company.

9. That the term of agreement be for one (1) year from July 1, 1962 until June 30, 1963.

Dated at Vancouver, B.C., this 3rd day of January, A.D. 1963.

(*Sgd.*) W. E. PHILPOTT,
*Chairman.*

(*Sgd.*) JOHN G. GOULD,
*Member.*

## MINORITY REPORT

The following is a minority report arising out of the above named dispute.

**1. Wages:** While the Employer's financial condition is recognized as serious, I must adhere to recognized authority and principle as they traditionally apply to the problem of wage determination in such situations. I regret that my fellow members together eliminated the consideration of just salaries in favour of the Employer's purported financial condition. I therefore recommend a salary increase sufficient to equate these salaries with those being paid by Canadian Pacific Air Lines and Trans Canada Air Lines for similar work performed on similar regional operations in the same area as the Employer's operations.

The evidence presented was sufficient to conclude that the work content, responsibilities, and external working conditions of the occupation of Flight Attendant in Pacific Western Air Lines Limited were reasonably identical with the same occupation in the major carriers' regional operations in the same area, as to warrant equal rates of remuneration and similiar internal working conditions.

**2. Article V—Paragraph 9**—I agree with the majority recommendation.

**3. Flight Credits Guarantee**—I agree with the majority recommendation.

**4. Days Off Per Month**—Ten as suggested by union.

**5. Extension of Vacation Time**—Recommend that either the present vacation clause remain or the company's proposal of 3 weeks during the winter months be instituted.

**6. Re Scheduled Flights—Letter of Understanding**—That the 3-4-5 formula be applied to charter flights so that current abuses can be eliminated.

**7. Minimum Flight Attendants Complement**—Evidence presented showed abuse of Flight Attendant personnel in providing for only one Attendant where the number of passengers warranted two or more.

Considerations of normal passenger safety measures and Flight Attendant work-load appear to call for some regulation. I therefore adhere to the bargaining agent's proposal for a minimum Flight Attendant complement of one Attendant for every twenty passengers, or major fraction thereof. This recommendation is made with the facts in mind of the prevailing practice of the major air carriers and of the absence of such regulation by the Air Transport Board.

**8. Block System Scheduling Rules**—I agree with the majority recommendation.

**9.** I agree with the majority recommendation that a one-year contract should be effected.

Dated at Vancouver, B.C., this 14th day of January, A.D., 1963.

(*Sgd.*) JOHN DREW,
*Member.*

# Canadian Railway Board of Adjustment No. 1 Releases Decisions in Two Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in two cases heard January 8.

The first dispute was over the dismissal of an engineer for violation of rules; the second, over claims for punitive pay by three yard foremen not called when spare foremen were required.

The Board ordered reinstatement of the dismissed engineer, with prior rights, and the clearing of the charge from his record. In the second case, the Board sustained the employees' contention but denied their request for payment of the claim.

The two cases, Nos. 800 and 801, are published below.

**Case No. 800**—*Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Locomotive Engineers over the dismissal of an engineer for violation of the uniform code of operating rules.*

A yard foreman in charge of the work on a yard assignment, and his helpers, noticed that the engineer on the assignment was not responding to signals in a satisfactory manner, that he continued to move after stop signals had been given, and that it had been necessary to keep on repeating signals. The result was that the engineer kept stopping considerably beyond the proper point.

After this had been going on for about an hour and a half, the foreman, after consultation with his helpers, decided that for safety reasons the engine should be returned to the shop track.

The trainmaster-road foreman of engines who was on duty at the time testified that when the engineer returned to the crew clerk's office he was slurring his words and that there was an odour of alcohol on his breath. An assistant foreman who was present in the office also detected the odour of alcohol on the engineer. The senior official suspended the engineer pending investigation.

At the investigation the next day, the engineer denied having taken any alcohol on the day of the incident, and stated that nothing unusual had occurred. Other crew members said that they had not noticed any sign of alcohol on the engineer while the work was going on.

The company contended that the circumstances related, and the evidence of the two supervisory officers as to the smell of alcohol on the engineer's breath, left no doubt that the engineer had been guilty of violation of Rule G, and that his dismissal was justified.

The employees contended that the statements taken at the investigation did not establish a violation of Rule G. Asserting that the engineer was dismissed on insufficient evidence, they requested his reinstatement with seniority unimpaired and full payment for time lost.

The contention of the employees was sustained to the extent that the board ordered the engineer to be reinstated with prior rights, and his record to be cleared of the charge under Rule G. Time out of service, however, the Board decided, was to count as a penalty for the unsatisfactory manner in which he had performed services on the occasion in question.

**Case No. 801**—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over claims by three yard foremen for pay at punitive rates when they had not been called when spare yard foremen were required.*

On six separate occasions when a spare yard foreman was required, no qualified yard foreman was working as a yard helper on the assignment on which the vacancy occurred, and all employees on the yard foremen's spare board had either already completed five shifts in their work week or were on leave or under rest. No qualified yard foreman was obtainable from the yard helpers' spare board.

The company, therefore, filled the vacancy by calling the junior qualified yard foremen working as yard helpers.

Three yard foremen submitted claims for eight hours at punitive rates. The company declined the claims.

The dispute turned on what was intended in the agreement by the phrase, "should the yard foremen's spare board be exhausted."

Both parties cited the same paragraph of the current agreement, which said that temporary vacancies for a yard foreman would be filled by "the senior qualified yard foreman working as a yard helper on the assignment on which the vacancy occurs," but "if there is no qualified yard foreman working as a yard helper on the assignment," the vacancy would be filled from the yard foremen's spare board.

"Should the yard foremen's spare board be exhausted," the qualified yard foreman standing first out of the yard helper's spare

*(Continued on page 243)*



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# LABOUR LAW

## Legal Decisions Affecting Labour

**Manitoba Court of Appeal rejects contention of lack of jurisdiction of Labour Relations Board because of alleged bias of one member. Alberta Supreme Court holds Minister's consent to prosecute not sufficiently precise. Ontario High Court upholds international union's right to funds of local on its dissolution**

In Manitoba, the Court of Appeal, in a dispute between a local of the United Steelworkers of America and a local of the Mine, Mill, Smelter and Refinery Workers Union, upheld the validity of the Labour Relations Board's representation vote order and rejected a contention that the Board had no jurisdiction to issue such order because of alleged bias or interest of one of its members.

In Alberta, the Supreme Court stopped proceedings under the Alberta Labour Act on the ground that the Minister's consent to prosecute did not refer to one particular offence, being thus not specific enough to avoid any misunderstanding.

In Ontario, the High Court, in an action by the International Brotherhood of Electrical Workers for the recovery of the funds and assets of a dissolved local union, upheld the rights of the international union to such assets and held the diversion of the local's funds into separate trust funds and the refusal to hand them over to the international union were improper, illegal and in violation of the union constitution and by-laws.

### Manitoba Court of Appeal...

**...upholds validity of order by Labour Relations Board for the taking of a representation vote**

On June 15, 1962, the Manitoba Court of Appeal by a majority decision rejected a contention of lack of jurisdiction of the Labour Relations Board because of interest or bias of one of the Board's members, and upheld the validity of the representation vote order.

An application had been made to the Manitoba Labour Relations Board by United Steelworkers of America, Local 6166, for certification as bargaining agent for certain employees of the International Nickel Co. of Canada Ltd. at Thompson, Man. At that time, by virtue of an earlier order dated June 16, 1960, Thompson and District Mine, Mill, Smelter and Refinery Workers Local 1026 of the International Union of Mine, Mill and Smelter Workers was the certified bargaining agent of the employees.

In support of its application the Steelworkers filed with the Board applications for membership signed by approximately 1,400 employees out of a total working force of about 1,900 persons. The Board, under its powers set forth in S. 9 (4) of the Labour Relations Act, decided that a hearing should be held to consider the Steelworkers' application. As a result, the Board conducted public hearings, in the presence and with the participation of all parties concerned.

At one stage of the hearings counsel for the Mine-Mill Union moved that the employee member of the Board disqualify himself on the grounds of interest or bias. Although the Board did not agree that the member was disqualified by bias or interest, the member voluntarily agreed to disqualify himself and not to participate in the decision of the Board. The Chairman of the Board announced this decision, noting, however, that the member would continue to sit with the Board. All parties accepted this arrangement without objection.

The hearing continued for several days, with the member sitting as a silent observer except on one occasion. During the course of an exchange involving a witness, counsel on both sides, and the Chairman, concerning the meaning of an article in the rival union's constitution, the member called attention to another article in the constitution which might throw light on the meaning of the article under consideration. No objection was taken by the Mine-Mill Union to this intervention, and the union continued to participate in the proceedings,

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

calling witnesses, cross-examining and presenting argument and finally asking the Board to find in its favour and dismiss the application for a representation vote.

The Board, without further participation by the member, ordered on March 8, 1962 the taking of a representation vote.

A few days after the Board's decision the Mine-Mill Union moved in the Court of Queen's Bench for an order prohibiting the Board from proceeding with its representation vote and for an order of *certiorari* to quash the Board's order. The trial judge dismissed the application and his decision was appealed.

In the Court of Appeal the majority of the judges was of the opinion that although physical withdrawal from the hearing is the most desirable way to effect non-participation of a member of the Board, it is not the only way. A clear public statement that he will not, for a particular case or matter, participate in the discussion or decision can accomplish the same purpose. In the case at bar, the member's brief intervention after his self-imposed disqualification was indiscreet and improper, but was not of such character as to involve him as a participating member in the Board's proceedings or its ultimate decision, and he himself made clear at that time that he did not intend to participate in the discussion or decision. Furthermore, no objection was taken either to the member's continued presence or his intervention. The Mine-Mill Union was thus precluded from challenging the jurisdiction of the Board which it had, by its conduct, already accepted, and the Board's representation order could not be impugned for want of jurisdiction as having been made by a tribunal one of whose members was disqualified on account of interest or bias.

Mr. Justice Morin, in his dissenting opinion, held that the evidence before the Board showed a likelihood of real bias on the part of one of the members. He was thus disqualified and the disqualification of one member of the Board disqualified all. The member in question had participated in the decisions of the Board of importance to the parties involved prior to his withdrawal and the Board was thus disqualified and without jurisdiction from the very beginning, and could not obtain jurisdiction by acquiescence.

The Court of Appeal, by a majority decision, dismissed the union's appeal and upheld the validity of the Board's representation vote order. *Re Thompson and Local 1026 of the International Union of Mine, Mill and Smelter Workers et al.* (1962) 35 D.L.R. (2d) Part 5, p. 333.

## Alberta Supreme Court...

**...holds a consent to prosecute was insufficient because it did not refer to a specific offence**

On September 11, 1962, Mr. Justice Manning of the Alberta Supreme Court granted a writ of prohibition preventing a prosecution under the Alberta Labour Act on the ground that the Minister's consent to prosecute was insufficient as it did not refer to one particular offence only and was not specific enough to avoid any misunderstanding.

Section 125 of the Alberta Labour Act reads:

S. 125 (1). No prosecution for an offence under Part II, V or VI shall be instituted except with the consent in writing of the Minister.

(2) A consent by the Minister to the prosecution of a person named in the consent for an offence under Part II, V or VI, and

(a) alleged to have been committed on, or

(b) in the case of a continuing offence, alleged to have commenced on, a date set out in the consent, is a sufficient consent for the prosecution of the person named in the consent for any offence under Part II, V or VI committed on or commencing on the date set out in the consent.

Under this section of the Act, the Minister of Labour consented to institute proceedings against Whyte Avenue Hotel Co. Limited of Edmonton and one of its officers on a charge which in the Minister's consent was worded as follows:

That Whyte Avenue Hotel Co. Limited, of the City of Edmonton, in the Province of Alberta, operating the Commercial Hotel, Edmonton, and one of its officers Terenty Wakalich, of the City of Edmonton, in the Province of Alberta, did, between the 29th day of November, 1961, and the 29th day of May, 1962, fail to conclude a collective agreement with the Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alberta giving effect to and including the terms of an award of a Conciliation Board as contrary to the Provisions of subsection (11) of Section 93 of the Alberta Labour Act.

Mr. Justice Manning, in his reasons for judgment, referred to *Rex,* v. *Breckenridge* (1905) 10 OLR 459, in which the consent that was given by a judge was in general terms. It was decided that the consent was not sufficient because it was not definite enough and might have been used as a basis for a prosecution for an alleged offence different from that which had been brought to the attention of the judge who gave the consent.

In the case at bar, Mr. Justice Manning was of the opinion that the consent of the Minister of Labour was more specific than the consent in the *Breckenridge* case. It

appeared to him, however, that statutory provisions that require a "consent" before specific legal proceedings may be taken have in the past been construed strictly and require that the "consent" should be specific so that there will be no room for any misunderstanding and so that the consent can refer only to one particular offence.

In the case under review the consent referred to an alleged offence that the accused person did not conclude a collective agreement giving effect to "an award of a conciliation board". The award of the conciliation board was not identified to the extent that it could refer to only one specific matter. For this reason, in Mr. Justice Manning's judgment, the reasoning in the *Breckenridge* case was applicable to the case at bar, and a writ of prohibition to prevent the prosecution was granted. *Re Regina v. Whyte Avenue Hotel Co. Limited; The Regina v. Wakalich,* (1962) 40 W.W.R., Part 4, p. 193.

## Ontario High Court...

**...rules international union entitled to assets of its chartered local union on its dissolution**

On July 4, 1962, Mr. Justice Thompson of the Ontario High Court, in an representative action on behalf of an international union to recover money and securities of a dissolved local union, ruled that the international union was entitled to the assets of chartered locals on dissolution.

Prior to the year 1957 the employees of Smith and Stone Limited of Georgetown, Ont., organized a local union and were granted a charter by the International Brotherhood of Electrical Workers. The local then became known as Local Union No. 788 of the I.B.E.W. The local was duly certified as a collective bargaining agent for the employees and in a collective agreement a check-off of union dues was secured. By-laws governing the local were passed in due course and in them was incorporated the international constitution which provided, *inter alia,* for the return of the local union's assets upon the demand of the international body in case of dissolution of the local union.

In November 1957, a movement to defect and seek another parent union originated in the ranks of the local. It was decided, quite informally, to seek affiliation with the United Mine Workers of America and to divert the assets of the local to other accounts or so-called trusts. The securities and monies of the local were actually deposited in three accounts, namely, Smith & Stone Employees' Trust Fund, Smith & Stone Union Employees' Trust Fund and employees of Smith & Stone's Trust Fund.

In June 1958 a vote of employees was duly conducted and afterwards the local was decertified and a charter was issued by United Mine Workers of America for a newly organized local union.

Meantime, the officers of Local 788, with the exception of the vice-president, were suspended by the international president and were replaced by others.

Later, a person was appointed by the international president of the I.B.E.W. to take charge of the affairs of Local 788, and, according to the relevant provisions of the constitution, demand for the assets of the local was made. Local 788 continued in existence until September 1959, when its charter was revoked by the international president and the local was dissolved.

In due course the international union brought about a court action for the recovery of assets that once belonged to the dissolved local, claiming that the monies and securities became the property of the international union upon dissolution of the local in September 1959, and that, in any event, they should have been handed over to the international president upon demand of his representative made in January 1958 in accordance with the union's constitution.

It was conceded at the trial that whatever was done by the international president was within his power according to the union's constitution, but it was contended that upon the dissolution of the local its funds and property became the subject of resulting trusts in favour of the members who contributed to them, and the international was not the beneficiary of such trust, nor in any way was entitled to the property of the dissolved local.

Further, it was contended that although the union constitution provided that, upon dissolution, the charter, papers and funds of the local union would be forwarded to the international secretary and although another provision required that the property be turned over to the international president upon his demand, nowhere was there provision in the constitution for distribution of unexpended funds.

Mr. Justice Thompson did not accept these contentions. He held that the diversion of the local's assets into separate trust funds was improper, illegal and in violation of the union constitution and by-laws. There could be no resulting trust in favour of the contributors if it was their intention to part with their money or where a return of any surplus to the international was not contemplated.

He noted further that the union's constitution restricts the use of the funds and property of a local, apart from what is

required for its management and the conduct of its business, to such purposes as are approved by the international president. The constitution forbids distribution of funds among the individual members, except in the form of such benefits as may be approved by the international president. Also it provided for the remission to the international union of any surplus upon dissolution of a local and that before the withdrawal of a local union from the international union, all books, papers, charters, funds and all other property are to be forwarded to the international secretary.

Mr. Justice Thompson noted that the international constitution is aimed at complete supervisory control of all locals by the international executive, including command over its funds and property. Nowhere is there any indication of any intended return of contributions made by the members, except by way of such benefits as are prescribed. The property rights of the local unions are wholly subordinate to those of the international as an entirety. The constitution is binding on all members and each, upon admission, is obligated to advance the interests of the international organization.

In addition, the acceptance of an application for membership and admission into the union, constitutes a contract between the member and the local, the I.B.E.W. and all other members thereof, the terms of which are spelled out by the constitution and the by-laws of the local. Each individual member, in accordance with the terms of the constitution, contracts and stipulates that the funds and property of the local to which he has subscribed, upon demand or upon dissolution of the local, as the case may be, shall be handed over to the international for its purposes.

In Mr. Justice Thompson's opinion, whether or not such property, upon such delivery over, is impressed with a trust is foreign and irrelevant to the issues at bar. It was sufficient to state, for the purposes of the determination of such issues, that the defendants in the case at bar had unlawfully converted the funds and securities to their own use and had illegally detained books and records of Local Union No. 788 of the I.B.E.W. in their possession.

It appeared to Mr. Justice Thompson that what the defendants had been improperly and wrongfully attempting to accomplish had been the preservation of the assets and records of Local No. 788 for the use and benefit of the succeeding union to which they have defected.

The court directed the delivery to the international union of books, records and assets, the latter in the form of damages in the sum of $7,200. *Raymond v. Doherty et al,* (1962) 34 DLR (2d) Part 9, p. 610.

# Recent Regulations, Federal and Provincial

**New Brunswick issues minimum wage order for sawmills. British Columbia and Quebec raise minimum wages, for fruit and vegetable industry, school employees**

Regulations issued under the federal Corporations and Labour Unions Returns Act prescribed the information to be included in the financial statements of corporations and unions.

In British Columbia, a revised order for the fresh fruit and vegetable industry set a minimum wage of $1 an hour, with provision for lower rates during the first three months of employment.

A new minimum wage order in New Brunswick established a minimum wage of $1.05 an hour for sawmill workers.

In Quebec, a new minimum wage order for municipal and school corporations dropped the regional differentials to set a general minimum of 90 cents an hour.

## FEDERAL

### Corporations and Labour Unions Returns Act

The first regulations to be issued under the Corporations and Labour Unions Returns Act were gazetted January 9.

The Corporations and Labour Unions Returns Act, which was passed in April 1962 and went into force on January 1, 1963, requires corporations and unions to file annual returns with the Dominion Statistician, subject to certain exceptions (L.G., Dec. 1962, p. 1346).

The regulations (SOR/63-9) specify the information to be included in the financial statements to be submitted by corporations and unions in the confidential sections of their returns, and prescribe the fees to be paid by persons wishing to inspect the non-confidential sections of the returns.

## PROVINCIAL

### Alberta Workmen's Compensation Act

The Y.M.C.A. and the Y.W.C.A. were brought under the Alberta Workmen's Compensation Act by a regulation gazetted January 15 and effective January 1, 1963.

## British Columbia Male and Female Minimum Wage Acts

A new order of the British Columbia Board of Industrial Relations set a minimum wage of $1 an hour for employees in the fresh fruit and vegetable industry, with provision for lower rates during the first three months of employment. The new order, which was gazetted December 27 to go into force on February 1, replaced a 1954 order that set a minimum wage of 75 cents an hour for men and of 60 cents for women.

Another order gazetted the same day, B.C. Reg. 178/62, exempted hospital employees training to be practical nurses under the supervision of the Department of Education or the Vancouver Vocational Institute from the coverage of the Acts. A third order, B.C. Reg. 179/62, excluded employees of Goodwill Enterprises for the Handicapped, Victoria, B.C.

### Fresh Fruit and Vegetable Industry (B.C. Reg. 177/62)

Subject to the exceptions provided, the new $1-an-hour rate applies to all employees engaged in the canning, preserving, drying, or packing of fresh fruit or vegetables. Three other recent orders of the Board also set a minimum of $1 an hour for employees in the manufacturing, mercantile and hotel and catering industries (L.G., Jan., p. 62).

In line with the usual practice, an exception is again made for an apprentice, part-time worker or handicapped employee working under a permit from the Board. Such an employee must be paid the rate specified in the permit.

Lower rates are now set for employees with less than three months experience in the fresh fruit and vegetable industry. The minimum is now 85 cents an hour during the first month of employment, 90 cents the second, and 95 cents the third. A month's employment is defined as a period of 22 working shifts.

The new order stipulates, however, that, regardless of the period of employment, an employee's wages may not be less than $1 an hour for the purpose of calculating overtime and the daily guarantee.

Special overtime rates are again set for the busy season, when employees in the fresh fruit and vegetable industry are permitted to work beyond the 8-hour daily and 44-hour weekly limits fixed by the Hours of Work Act. From June 1 to November 30 each year, employees are to be paid time and one-half their regular rate for the first two hours worked in excess of 9 hours in a day and double time for any hours in excess of 11 in a day. Time and one-half must be paid for any time worked in excess of 54 hours in a week where overtime hours are not calculated on a daily basis.

In the period between December 1 and May 31, time and one-half the regular rate must be paid for all hours worked in excess of 8 in the day or 44 in the week. In the exceptional cases where the Board has approved an agreement to average hours over a fixed period, time and one-half must be paid for all hours in excess of an average of 44 in a week.

An employee must be paid at his regular rate, which, as noted above, may not be less than $1 an hour, for the entire time spent at his workplace in response to a call from the employer. He must receive at least two hours pay, if he reports for work, and four hours (previously three hours), if he commences work, subject to the usual qualifications. Students reporting for work on a school day must be paid a minimum of two hours pay at the regular rate.

As formerly, a rest period of at least an hour must be given after five consecutive hours of work. However, if 75 per cent of the employees in an establishment sign a petition requesting a shorter period free from duty, a shorter rest period (not less than half an hour) may be instituted with the approval of the Board.

The order also contains the usual provisions respecting semimonthly pay, the posting of orders and schedules setting out daily shifts and rest periods, and the keeping of records and employee registers.

## British Columbia Hours of Work Act

The order exempting employees in the logging industry from the daily and weekly limitations fixed by the British Columbia Hours of Work Act was amended by B.C. Reg. 176/62 to add the following operations: log dumping, barge loading, road construction, moving and rigging, where necessary to prevent interruption of normal production schedules; and maintenance work.

## New Brunswick Minimum Wage Act

An order of the New Brunswick Minimum Wage Board, gazetted January 9, set a minimum wage of $1.05 an hour for employees in sawmills and related enterprises, effective April 1, 1963.

The new order applies not only to sawmill workers but also to employees in sash, door and planing mills, furniture mills, box, basket and crate mills, hardwood flooring mills, veneer and plywood mills, and in other wood-using industries.

The $1.05-an-hour rate is based on a 9-hour day, 54-hour week. One and one-half the minimum rate must be paid for all hours worked in excess of 54 hours in any week.

The maximum charge for board and lodging is $1.65 a day. An employer may not charge more than 55 cents for a single meal.

Employees in sawmills and related enterprises are to be paid at least once a month.

The order will be reviewed annually.

## Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has revised its minimum wage order for municipal and school corporations, dropping the regional differentials to set a general minimum wage of 90 cents an hour. Previously, the minimum for such employees was 70 cents an hour in Zone I (Metropolitan Montreal) and 64 cents in Zone II (elsewhere in the province).

The revised order (No. 41, 1963) also includes special provisions for employees engaged in winter works projects, setting a minimum of $1.50 an hour for skilled workers in this category and of $1.00 an hour for unskilled workers.

The coverage of the order is unchanged. As before, it governs all employees of municipal and school corporations to whom the Minimum Wage Act applies, except persons subject to another order.

### Minimum Rates

As well as establishing a general minimum of 90 cents an hour, the order again sets special minima for certain categories of workers. The minimum for students and messengers is 70 cents an hour, regardless of location. Under the previous order, the minimum for office boys and messengers was 56 cents an hour in Zone I and 52 cents in Zone II.

A caretaker continuously supervising his employer's establishment, who is provided with free lodgings on the premises, must now be paid at least $70 a week. Formerly, the minimum for such an employee was $40 a week in Zone I and $35 in Zone II.

Monthly minimum rates are again set for secretaries of municipal and school corporations whose hours of work are unverifiable. Rates vary according to the number of property owners, ranging from $60 a month for a corporation with 100 property owners or less, to $225 a month for a corporation with 700 or more.

The minimum for the secretary of a county municipality has been increased from $70 a month to $100.

Minimum rates for attendance officers are again based on the number of children attending school in the district. The minimum payable in a district with 100 pupils or less is $10 a month, increasing by $5 a month for each additional 100 pupils up to a yearly wage of $2,000.

Teachers, as before, must be paid at least $150 a month, plus $5 a month for any maintenance work they agree to do. If a teacher is provided with lodgings, the school board is forbidden to charge for rent or for lighting, heating, or cleaning equipment.

### Hours and Overtime

As previously, the regular work week of most employees of municipal and school corporations is 48 hours. One and one-half times the minimum must be paid for all hours in excess of 48. However, employees hired for a fixed weekly, monthly or yearly wage need not be paid overtime if they earn $70 a week or more.

Employees without a regular work week also have no right to claim payment for overtime. These include: persons engaged in snow-clearing operations, caretakers with lodgings furnished, employees of telephone exchanges, school teachers, attendance officers and employees whose hours of work are unverifiable.

### General Provisions

In line with former practice, the order provides that every employee called to work less than the regular working day must receive at least three hours pay at the applicable minimum rate unless he refuses to do the work required of him. However, this provision does not now apply to secretaries of municipal or school corporations whose hours of work are unverifiable, and attendance officers or employees of school corporations who do work such as cleaning or heating.

As before, every employee of a municipal or school corporation is entitled to a weekly rest of 24 consecutive hours or two periods of 18 hours each.

A few changes were made in the provisions regarding pay statements and records. Every employer is again required to give every employee an earnings statement every pay day. This statement must now show the employer's name and address as well as the name of the worker, the pay period, the number of hours worked with overtime shown separately, wage rate and wages earned, and take-home pay.

It is also mandatory for employers to keep records showing, in respect of each employee: name and address, occupation,

date of commencement of employment, pay period, total number of hours worked, overtime hours, wage rate and gross wages, deductions, take-home pay and any other particulars required by the Commission.

Particulars regarding hours and overtime need not be shown on the pay statement or on the employer's records in the case of employees paid on a monthly basis or those paid on a weekly basis who earn $70 a week or more.

**Employees on Winter Works Projects**

As indicated above, the revised order for municipal and school corporations contains special provisions for workers employed on winter works projects, undertaken to relieve unemployment and financed out of federal or provincial grants. The minimum for skilled employees (the term is not defined) employed on winter works programs of this kind is $1.50 an hour, and for unskilled workers, $1 an hour.

The regular work week of employees on winter works projects who are doing ordinary construction work is 48 hours. The regular work week for those working on aqueducts and sewers is 55 hours; it is 60 hours for persons engaged in road construction.

Every pay day, employees engaged in winter works projects must also be given vacation pay equal to 2 per cent of their earnings. Municipal and school corporations are not obliged to give other employees subject to this order an annual vacation with pay, nor to issue them vacation pay.

**Effective Dates**

The new order went into effect on January 19, the date of publication, and will remain in force until May 1, 1964.

## Britain Proposes New Plan for Training in Industry

A plan for increasing the supply of skilled labour for British industry by means of an expansion in technical training in industry has been proposed by the British Minister of Labour, John Hare.

The proposal, contained in a Command Paper recently presented to the British Parliament, is that statutory powers be given to the Minister of Labour to set up boards responsible for all aspects of training in individual industries. The boards would have the power to impose a levy on the firms in their industry.

The boards could lay down training policies, establish syllabuses and tests, and give advice and financial grants to firms that employ trainees and run their own training courses.

Before setting up a board the Minister would be required to consult the employers' and employees' organizations concerned. Mr. Hare is currently holding discussions with the British Employers' Confederation and the Trades Union Congress.

In each case, the composition of the boards would be a matter for consultation with the industry concerned.

The Command Paper points out that industry in Britain has been short of skilled labour ever since the war, and that this shortage has been an important factor in holding back the country's rate of economic expansion. The situation can be met only by increasing the rate of industrial training, the paper says.

The main objectives aimed at by the plan are stated to be: to bring about a better balance between the scale of training and the country's economic needs and technological developments; to improve the general quality of technical training and to establish minimum standards; and to spread the cost of training more fairly than at present.

A report, *Training for Skill,* put out in 1958 by the National Joint Advisory Council, which consists of the employers' and workers' representatives under the chairmanship of the Minister of Labour, found that there was nothing basically wrong with the British system of apprenticeships, or with the principle that training on the job was primarily the responsibility of industry. It suggested, however, the formation of some central voluntary body to encourage training, and recommended that firms unable to provide training themselves might make some other contribution toward the cost of training the skilled workers their industry required.

In recent years, both the Government and a large section of opinion in industry have come to the conclusion that the amount and quality of industrial training can no longer be left to the unco-ordinated decisions of individual firms.

# UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

## Monthly Report on Operation of the Unemployment Insurance Act

**Total of claimants at end of December up 58 per cent from number at end of November, statistics* show. Initial and renewal claims during month up 33 per cent**

Claimants for unemployment insurance benefit numbered 592,000 on December 31, 1962. This figure was 58 per cent higher than the total of 374,200 at the end of November, but was almost the same as the figure at the end of December 1961.

The totals for December in the two years include regular and seasonal benefit claimants. On December 31, 1962 seasonal benefit claimants numbered 95,300 and on December 29, 1961 they numbered 108,500. Of the total claimants on November 30, 1962, seasonal benefit claimants numbered 12,000.

At the beginning of December, claimants were estimated to be about 10 per cent of the insured population, which was the same as at the beginning of December 1961.

Of the claimants on December 31, 1962, more than 90 per cent of the males, and about 80 per cent of the females, came on claim during the last quarter of the year.

Between 85 and 90 per cent of the increase in the number of claimants on December 31 was made up of males, and nearly 80 per cent of the total on that date were males. This was the same as a year earlier but 5 percentage points more than on November 30.

### Initial and Renewal Claims

Initial and renewal claims filed in December numbered 323,800, a number 10 per cent below the total for December 1961 but 33 per cent above the November total of 243,600. The increase between November and December was partly due to the application of the seasonal benefit provisions. Between 40 and 45 per cent of the claims during December were established under these provisions.

Of the 241,100 initial claims filed during December, nearly 30,000, or 12 per cent, were on behalf of persons whose benefit rights had expired and who were seeking re-establishment of credits under either regular or seasonal benefit provisions. There were nearly twice as many such cases in December (14,600) as in November, when they amounted to 8 per cent of the initial claims.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in December was estimated at 316,700, compared with 189,000 in November and 320,200 in December 1961.

Payments during the month amounted to $31,100,000, compared with $18,900,000 in November and $29,400,000 in December 1961.

The average weekly payment was $24.54 in December, $23.85 in November and $24.20 in December 1961.

### Insurance Registrations

Reports for December showed that insurance books or contribution cards had been issued to 4,921,881 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

* *See* Tables E-1 to E-4, page 268

On December 31, registered employers numbered 339,298, an increase of 461 since November 30.

### Enforcement Statistics

During December, 7,170 investigations were conducted by enforcement officers across Canada. Of these, 3,613 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 260 were miscellaneous investigations. The remaining 3,297 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 232 cases, 76 against employers and 156 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,239.

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled $29,478,741.19, compared with $29,588,-260.44 in November and $29,269,080.06 in December 1961.

Benefits paid in December totalled $31,086,590.36, compared with $18,933,-672.63 in December and $29,447,375.24 in December 1961.

The balance in the Fund on December 31 was $98,975,326.02; on November 30 it was $100,583,175.19 and on December 31, 1961 it was $163,305,098.55.

# Monthly Report on the Operations of the National Employment Service

Vacancies notified by employers to national employment offices, and placements effected on those vacancies, both recorded year-to-year declines during January 1963.

Some 92,000 vacancies were notified in January compared with 93,000 a year earlier, a decrease of 1.4 per cent. Vacancies for women remained unchanged from last year at 36,000; vacancies for men numbered 56,000, a decrease of 2.2 per cent from January 1962. These changes in vacancies, however, are not large enough to be significant in themselves except as they may indicate a shifting trend in hiring activity.

Placements effected, on the other hand, show more positive patterns. Some 74,800 placements were effected during January, a decrease of 2.3 per cent from last year. Placements of men at some 46,700 were down from January 1962 by 6.0 per cent, but placements of women increased by 4.6 per cent to a total of 28,100.

Some 3,500 of the placements effected in January involved the movement of workers from one local office area to another, a higher total than during December but substantially lower than the number of transfers made a year earlier.

Only the Quebec and Pacific regions continued to record year-to-year increases in placements. Percentage changes over January 1962 by regions were as follows:

| | |
|---|---|
| Atlantic | —19.7 |
| Quebec | +10.0 |
| Ontario | — 2.4 |
| Prairie | —16.7 |
| Pacific | + 4.4 |

This was the first year-to-year decrease in placements to be recorded in the 24 months since February 1961; but January 1963 placements were higher than in any postwar year except last year.

Although the January data indicate a pause in the high level of employment activity that was reflected in placement totals over the past two years, placement data for the next two or three months will be needed to give a firm indication of any trend.

•

### Municipal Winter Works Incentive Program Extended

After representations from many sources, the Government has approved an extension of the Municipal Winter Works Incentive Program from April 30 to May 31, it was announced on February 28. In their representations, many municipalities made reference to the very severe winter that had delayed work on some projects.

The extension will apply to all projects already approved this winter, as well as to any new projects that may still be put forward by municipalities and approved by the provinces and the federal government.

*These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2093, December 18, 1962

**Summary of the Main Facts:** The claimant, who resides near Pembroke, Ont., filed an initial application for benefit in the Pembroke local office of the Unemployment Insurance Commission on May 15, 1962, and was registered for employment as a stenographer.

In a letter written at Windsor on July 16, 1962, and received in the Pembroke local office on July 18, the claimant said:

> This is to inform you that I have been called away to Windsor Sunday night as my grandmother has had a very serious operation and was not expected to live through it. Since it is impossible for me to report July 17, I am enclosing my claimant's weekly report.
>
> I am available for work and would like to be notified at given address till my next reporting day.

On July 24, the day after her return, the claimant made a statement asking to be considered available for work "for July 16 week as I left my address and phone number according to Section 25 of the insurance book, where I could be reached and notified of any position available so I could return sooner."

During a telephone conversation with an official of the local office on August 15, the claimant said that she had heard about her grandmother's needing an operation on Sunday, July 15, at approximately 2.30 p.m. She explained that she came to Pembroke post office every Tuesday to get her mail when she reported at the UIC office. "We have a car but my husband arrives home at 5.15 to 5.30 p.m. We get our mail at General Delivery, Pembroke, and the post office closes at 6.30 p.m.

"I intended having the upstairs lady telephone the UIC office on July 16 but she was away. I consider I made all arrangements possible to be notified of suitable employment when I could not get in touch with the local office by telephone prior to our departure." According to the record, when her statement was read back to her, the claimant "agreed it contains the information she wishes to convey."

On August 17, the insurance office notified the claimant, by letter, that she was disqualified and that benefit was suspended from July 15 to July 21, inclusive, on the ground that she was not available for work as she was out of the local office area.

The claimant appealed to a board of referees on September 5 and said:

> Please treat this as a letter of appeal. On August 17, 1962, I was informed by the UIC that I had been disqualified from 15 July 1962, to 21 July 1962, for leaving the local office area.
>
> On Sunday July 15, 1962, I received word that my grandmother was having a very serious operation on Wednesday July 18, 1962, and if I didn't come immediately I might not ever see her again as it was a very touchy operation for a woman of her age. We naturally left Pembroke that evening.
>
> Since it was on Sunday and the UIC was not open, the only way we could inform them was to write to them on Monday and make arrangements with them so that I could be notified of suitable work. I told them I am available for work and could return immediately to accept any work. Also I gave them my address and phone number so I could be notified and I sent in my claimant's report for the previous week that I was available for (which incidentally I didn't get paid for).
>
> In my opinion I followed all of the regulations of page 15 of paragraph 25 of the Direction to Report book. I ascertained that I was available for work, I made arrangements so that I could be notified of any suitable employment, and I was ready to return immediately to accept any suitable work.
>
> The lady at the UIC office told me that maybe I didn't make arrangements in the correct way. Then if there is another way why didn't they specify it in the Claimants book instead of doing a nasty thing like letting people find it out later when *their* money has already been suspended. Not only did they not pay me for the week of July 15 to July 21, 1962, but I did not get benefit for the week of July 8, 1962 to July 14, 1962 and I was available for work all of that week. That is why I didn't forget to send in the Claimants report for that week. So why was I not paid for two weeks when it was only one week I was out of town for?

In his submission to the board of referees, the insurance officer stated that he had reviewed the information contained in the claimant's file and in her appeal "but could effect no change in his original adjudication." He also drew the board's attention to sections 25 and 26 of the booklet entitled "Direction to Report and Information for Claimants," which read:

> *Section 25*—If for any reason you have to leave your local office area for a short period, be sure that you inform your local office before you go and ascertain whether you may be considered available for work during your absence. You should make arrangements so that you can be notified of any suitable employment opportunities and be ready to return immediately to accept at once any suitable work which turns up. Benefit will *NOT* be paid if your absence is for the purpose of taking a holiday.
>
> *Section 26*—If on the other hand, you fail to inform your local office before you go, or are unable to comply with these conditions, you may not be considered available for work during your absence.

A board of referees heard the case in Pembroke on September 24. The majority decision of the board reads:

. . . After reviewing the evidence fully contained in the Submission, the Board, by majority, finds that claimant left her area of employment on July 15, 1962 and wrote a letter on 16th from Windsor, Ontario, giving her address in that City at which she should be notified of suitable employment. The Board, by majority, feels that this was not the proper way to notify her Local Office as claimant had access to the booklet "Direction to Report" and which explains in detail in paragraphs 25 and 26 the action she is to take before she leaves the Local Office area. This claimant did not do, as her letter of explanation did not reach the Local Office until 18 July. Therefore, the Board, by majority, feels that claimant was not available for work from 15 July 1962 to 21 July 1962.

. . . The claimant's appeal is disallowed, and the Insurance Officer's decision is upheld by majority.

The dissenting member of the board said:

. . . There is nothing in the booklet "Information for Claimants" which states what must be done when death or a serious operation or situation causes a need for a person to leave their area. It should be specified in the claimant's Information Booklet as what to do. The claimant followed the rules in this emergency situation and I therefore feel that she has complied with the Regulations and should therefore be allowed the money coming to her.

The claimant appealed to the Umpire on October 11, and stated:

My first reason for appealing this decision is because the decision of the Board of referees is not unanimous. My second reason is that I feel the Board of referees are not being fair about their decision as they are completely ignoring the fact that I left Pembroke on Sunday night . . . so how could I possibly notify the UIC Office except by writing them the very next day, which I did. I understood how to notify the office in a *normal* situation but this was an emergency and the book did not state what to do in such a case. They said I did not do this (what the book said) as my letter of explanation did not reach the UIC office until July 18. Well, if I mailed it on the 16th, when would they expect it to reach the Local Office?

After reading the book before leaving for Windsor I knew what to do in a normal situation. I looked all through the book to see what to do in an emergency case where death was concerned. Since it gave no rules for such a situation I did the only best thing I knew.

I was happy to see that at least one member of the Board of Referees can understand the situation and is in my favour and I therefore feel that my appeal should be allowed. Please take note of the dissenting member's decision in my favour of the board of referees.

**Considerations and Conclusions:** In the absence of any specific provision in the Act or in the Regulations, sections 25 and 26 of the booklet entitled "Direction to Report and Information for Claimants" contain nothing, and can contain nothing, but a recommendation regarding what the Commission considers a claimant should do before leaving his local office area for a short period. Consequently, the only question at issue in the instant case, viz., whether the claimant has proved that she was available for work within the meaning of section 54(2)(a) of the Act on the days comprising the period July 15 to July 21, 1962, inclusive, must be decided in the light of the particular circumstances of her case.

The record shows (1) that the claimant did the best thing she could do under the circumstances to ensure that any opportunity of suitable employment would be brought to her attention without delay, (2) that she was ready and willing immediately to curtail the period of her absence in order to accept any offer of suitable employment, and (3) that there was nothing connected with her absence or with the location of her temporary residence which would have prevented her from accepting any such offer had one been notified to her.

In view of the foregoing, I consider that the claimant has proved that she was available for work during the period in question.

I consequently decide to reverse the majority decision of the board of referees and to allow the claimant's appeal.

## Decision CUB 2105, January 17, 1963

**Summary of the Main Facts:** The claimant filed an initial application for benefit at the Montreal local office of the Unemployment Insurance Commission on July 4, 1962. He had last worked as a labourer for a publishing company from August 1961 to June 18, 1962.

For his separation from employment he gave this reason: "Laid off, with no reason but I think it's a lack of work."

The employer confirmed the date of separation and stated: "Removed from regular payroll and placed on part-time call due to seasonal drop in volume of work. Has not been called because he immediately engaged in a demonstration in which his fellows walked off the job and all were replaced."

The following additional information was obtained over the telephone from the employer:

[The claimant] was advised that his name would be put on a part-time list due to decrease in activities. He made a scene and got three of his fellow workers to demonstrate their feelings. (They simulated a strike, with picket lines, etc. . . .) There was no union at the time. However, one is now being organized. The four employees were immediately released and replaced.

Although [the claimant] had been put on a part-time list, it did not mean that he was laid off, it only meant that his working hours

were subject to be shortened for a while, *if necessary*. I cannot say to what extent the working hours would have been reduced and when it would have happened. [Claimant] and his three companions will *never* be re-hired.

On July 19, in reply to a request for further information, the claimant wrote:

I was laid off for one day as there was no work. I was bitter with the boss as I was not the last man hired. I worked hard for the [company]. Some shifts were 37 hours, 35 and 24, I could go on. They promised me a good job.

I was fired after my argument with the boss. I was there the next day with two other fellow workers. We were told by the foreman to leave . . .

I did not quit, I was laid off and fired. I was laid off because the boss doesn't like me. I can prove it was unfair.

My fellow workers at the [company] did not think it was fair of the boss, laying me off as T..... was hired after me. They took a vote they would not go back unless all four were to work. As far as I am concerned, I was trying to get the union in and maybe that was the reason. If it is necessary, I will prove I was not in the vote and that I was unfairly laid off.

On July 23, the insurance officer disqualified the claimant from receiving benefit from July 1 to July 28, because he had lost his employment by reason of his own misconduct (section 60(1) of the Act).

The claimant appealed to a board of referees, which heard the case in Montreal on August 27. The claimant was present. The board, by a majority, dismissed the appeal.

The dissenting member expressed the following opinion:

After studying the case, I feel that there were some provocations by the Company which were proved by a walk-out of the claimant's fellow-workers. This has been admitted by the Company.

For that reason I sincerely think that the suspension should be for two weeks only.

On September 10, 1962, the claimant applied for leave to appeal to the Umpire. The claimant's application was not granted by the Chairman of the board of referees.

On October 24, 1962, the Chief of the Adjudication Division of the Commission submitted the following statement of observations:

In this case the board of referees' decision is not unanimous only on the question of the duration of the disqualification. The Chairman has not granted the claimant's application for leave to appeal to the Umpire against the board's unanimous decision that a disqualification be imposed. Therefore, the appeal of the claimant is restricted to the duration of the disqualification confirmed by the majority decision of the board of referees.

**Considerations and Conclusions:** According to the established jurisprudence, a claimant who has lost his employment by reason of his own misconduct is disqualified from receiving benefit for a period of six weeks (section 62 of the Act) unless there are extenuating circumstances.

As the claimant has adduced no conclusive evidence that such circumstances existed in his case, I see no valid reason to disturb the majority decision of the board of referees.

In consequently decide to dismiss the claimant's appeal.

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## Railway Board of Adjustment

(*Continued from page 231*)

board, provided he had been off duty for eight hours, would be called. If no qualified yard foreman on the yard helpers' spare board satisfied this proviso, "the junior qualified yard foreman working as a yard helper will be called."

The company contended that according to this article, a board was to be considered exhausted when all the men on the board had completed five straight time shifts during the current work week, or were on leave or under rest. According to this interpretation, on the occasions in question the spare board was exhausted, and the calling of the junior men was correct. "It is clearly evident . . . that a spare man who has not been off duty for a period of eight hours cannot be considered as available," the company said.

The union disputed this interpretation, and contended that even if a man had worked his full five shifts during the week, he was available for work unless he was on leave or under rest.

The company also quoted from a statement in the employees' request for the establishment of a 40-hour work week as evidence of the adoption of a general principle of restricting yard service employees to five shifts a week.

The Board sustained the contention of the employees that the yard foremen's spare board was not exhausted when there were spare foremen on the board who had worked five shifts in a work week but were available for further service. It found, however, that the company's understanding of, and practice in applying the article cited had, prior to submission of the claims, been accepted by the employees without exception.

The Board therefore denied the employees' request for payment of the claims.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during January

### Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 148 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 100 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 72 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

| *Department* | *No. of Contracts* | *Aggregate Amount* |
|---|---|---|
| Defence Production | 144 | $1,090,773.00 |
| Post Office | 10 | 473,368.50 |
| Public Works | 4 | 52,256.60 |
| Royal Canadian Mounted Police | 16 | 162,830.84 |

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during January

During January the sum of $7,684.74 was collected from 10 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 167 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during January

### Department of Agriculture

*Ottawa Ont:* J H Lock & Sons Ltd, installation of water cooling system, Dairy Technology Bldg, CEF. *Tichfield Sask:* South Construction Co Ltd, gravelling of highway revision, Tichfield to No 15 highway, South Saskatchewan River Project.

### Atomic Energy of Canada Limited

*Whiteshell Man:* Dominion Bridge Co Ltd, fabrication & erection of structural steel, WR-1 Reactor, NRE.

### Central Mortgage and Housing Corporation

*Halifax N S:* Community Enterprises Ltd, construction of high-rise apartment bldg & 21 row housing units, Westwood Park (Phase 2), FP 4/59.

In addition, this Corporation awarded five contracts containing the General Fair Wages Clause.

### Department of Citizenship and Immigration

*Sioux Lookout Indian Agency Ont:* A K Penner & Sons Ltd, construction of school, residence, power plant & water supply system, Round Lake IDS; Gertz Construction Ltd, construction of school, residence, power plant & water supply system, Wunnumin Lake IDS. *Blood Indian Agency Alta:* Paul Stober Construction Ltd, additions & revisions to Blood IRS. *Edmonton Indian Agency Alta:* Fuller & Knowles Co Ltd, installation of drinking water supply system, Edmonton IRS. *Lesser Slave Lake Indian Agency Alta:* Athacon Builders Ltd, supply & installation of walk-in cooler & freezer, Wabasca IRS.

### Defence Construction (1951) Limited

*Dartmouth N S:* McDonald Construction Co Ltd, supply & erection of steel hangars, HMCS *Shearwater. North Bay Ont:* Hill-Clark-Francis Ltd, construction of extension to Unit Supply Bldg, RCAF Station; Meldon Construction Ltd, construction of water, sewer, roadwork & electrical services for Bldg 64, RCAF Station. *Shirley Bay Ont:* L D Zuccarini Ltd, construction of DRCL Biological Wing Bldg. *Fort Churchill Man:* Lacey Construction Ltd, erection & finishing of school. *Cold Lake Alta:* Alberta Trailer Co (1961) Ltd, supply & installation of 200 transportable homes, RCAF Station.

### Department of Defence Production

*Cornwallis N S:* L W Jackson & Son, supply & installation of heating system in Bldg No 41-3, Protestant Chapel, HMCS *Cornwallis. Dartmouth N S:* James F Lahey Ltd, interior painting of Bldgs No 2A & 3, RCN Armament Depot. *Glace Bay N S:* Burke & Chiasson, interior painting of Armoury. *Greenwood N S:* G W Sampson, interior

painting of PMQs, RCAF Station. *Halifax N S:* Banfield & Miles, fire-retardant painting of two bldgs, HMC Dockyard; Pryor Construction Ltd, installation of heating & ventilation system in Telephone Exchange Bldg No D-154, HMC Dockyard. *Shearwater N S:* R A Quinn & Co Ltd, replacement of wall tiles in 27 bathrooms in PMQs, RCN Air Station. *Moncton N B:* Elmer C Perry, interior painting of 24 PMQs, HMCS *Coverdale*. *Barriefield Ont:* Law-Construction, installation of sliding chalkboards, RCEME School. *Kingston Ont:* McBridge & Marriston, installation of insulating sash, Canadian Forces Hospital. *North Bay Ont:* Marshall Bros Ltd, supply & installation of heating & ventilating duct, RCAF Station. *Shilo Man:* Frank E Simmons Ltd, extension of steam lines to connect Bldg P14 to Central Steam Plant, Military Camp. *Esquimalt B C:* Plaza Paint Pot, interior painting, bldgs Nos 192 & 192B, HMC Dockyard.

In addition, this Department awarded 30 contracts containing the General Fair Wages Clause.

## Department of Mines and Technical Surveys

This Department awarded four contracts containing the General Fair Wages Clause.

## National Harbours Board

*Montreal Que:* J G Fitzpatrick Ltd, reconstruction of sheds 44-45, Tarte Pier, Section 44. *Vancouver B C:* Vancouver Pile Driving & Contracting Co Ltd, construction of Commissioner St easterly access; Burns & Dutton Construction (1962) Ltd, reconstruction of grain gallery, Jetty No 1, Lapointe Pier.

## Department of Northern Affairs and National Resources

*Louisbourg N S:* Maritime Builders Ltd, supply & installation of electrical & mechanical works for automatic water pumping station, Fortress of Louisbourg National Historic Park.

In addition, this Department awarded four contracts containing the General Fair Wages Clause.

## Department of Public Works

*Codroy Nfld:* Pinsent Construction Co Ltd, construction of protection work. *St John's Nfld:* Seaboard Construction Ltd, construction of shops, stores & administration bldg for Department of Transport. *Charlottetown P E I:* Robert J Petrie Construction Ltd, alterations to federal bldg. *Halifax N S:* Streakless Window Services Ltd, cleaning windows of federal bldgs. *Meteghan N S:* Charles Joseph Thibodeau, construction of post office bldg. *Sydney N S:* T C Gorman (Nova Scotia) Ltd, reconstruction of quay wall, Point Edward. *St Basile N B:* Edmundston Lumber Co Ltd, construction of post office bldg. *Baie des Sables Que:* Roland Masse, construction of post office bldg. *Lauzon Que:* A P Green Fire Brick Co Ltd, repairs to steam boilers, Champlain Dry Dock. *Quebec Que:* E M M Enr, snow removal, federal public bldgs. *Ste Foy Que:* Arden-Halle Ltd, repairs to Forest Research Laboratory, Laval University. *St Vincent de Paul Que:* Auguste Lessard Construction Ltee, supply & erection of prefabricated steel bldgs (Phase 111), Penitentiary. *St Zacharie Que:* Henri Garneau, construction of post office bldg. *Amethyst Harbour Ont:* Claydon Co Ltd, wharf repairs. *Arnprior Ont:* M A Oelsner & Son, interior & exterior painting, Civil Defence College. *Belleville Ont:* Ruliff Grass Construction Co Ltd, wharf repairs, Harbour Commission Wharf. *Chatsworth Ont:* Jim Armstrong General Construction, construction of post office bldg. *Hamilton Ont:* Sutherland Contracting, installation of rubber fenders on wharf, HMCS *Star*; National Cleaning & Maintenance (Hamilton), cleaning windows of federal bldgs. *Noelville Ont:* V Dube Construction, construction of post office bldg. *North Bay Ont:* Farquhar Construction Ltd, wharf repairs. *Odessa Ont:* Carlo Sorensen, construction of post office bldg. *Orangeville Ont:* Daly Construction Ltd, construction of federal bldg. *Osgoode Station Ont:* Coady Construction Ltd, construction of post office bldg. *Ottawa Ont:* Federal Electric Contractors Ltd, installation of underground duct system, CEF; Planned Renovators Ltd, redecoration of certain areas, Langevin Block, Wellington St. *Perth Ont:* J R Statham Construction Ltd, alterations to federal bldg. *Sarnia Ont:* Dean Construction Co Ltd, fender replacement. *Springfield Ont:* Elgin Construction Co Ltd, construction of post office bldg. *Toronto Ont:* Kanen Rustscheff, alterations to hand-cancelling, transportation & COD offices, Postal Terminal "A." *Verona Ont:* Kerr's Verona Ltd, construction of post office bldg. *Winnipeg Man:* British Canadian Electrical Co, alterations to lighting system, federal bldg. *Regina Sask:* Bird Construction Co Ltd, relocation of various bldgs &

construction of Agronomy Bldg, new Experimental Farm. *Edmonton Alta:* D S Greenfield Construction Ltd, construction of grain inspection bldg. *Kitscoty Alta:* Briden Construction Ltd, construction of post office bldg. *Keremeos B C:* Wm Harder, construction of post office bldg. *Matsqui B C:* Commonwealth Construction Co Ltd, preliminary site grading, site utilities & security fencing for Matsqui Institution. *New Westminster B C:* Dominion Bridge Co Ltd, installation of locks, railway bridge; Fraser River Piledriving Co Ltd, renewal of government wharf float. *Sunbury B C:* Pacific Piledriving Co Ltd, wharf & float reconstruction. *Fort Smith N W T:* Bert Johnson Painting Ltd, interior painting of various housing units. *Inuvik N W T:* Poole Construction Co Ltd, construction of Scientific Research Laboratory & federal housing & addition to hospital mechanical room.

In addition, this Department awarded 29 contracts containing the General Fair Wages Clause.

## The St. Lawrence Seaway Authority

### (December Report)

*Beauharnois Que:* Payette Construction Ltee, landscaping (1962), (fill, topsoil & crushed stone), lower lock, Central Region. *Lachine Que:* Canadian Erectors Ltd, repair to floor grading, Bridge 7, Lachine Canal; Dominion Bridge Co Ltd, repair & rehabilitation of Bridge No 1 (Blacks), Lachine Canal. *Chippawa Ont:* Ruliff Grass Construction Co Ltd, repair & modification of highway bridge across Welland River (2nd stage). *Iroquois Ont:* Moir Construction Co Ltd, construction of entrance wall fenders, Iroquois Lock; Bridge & Tank Co of Canada Ltd, repair of Bascule Bridge, Iroquois Lock. *St Catharines Ont:* Prepakt Construction Ltd, construction of recesses & sills for stop logs, lower end of Lock 4 (East & West) Welland Canal; Moir Construction Co Ltd, construction of additional entrance wall fenders at Lock 8, Welland Canal; Beamer Lathrop Ltd, reconditioning rotating bollards of safety fenders, Welland Canal; Ruliff Grass Construction Co Ltd, reconditioning balance chains on Bridges 10, 11, 12 & 17, Welland Canal. *Sault Ste Marie Ont:* J McLeod & Sons Ltd, supply & installation of two hot-air furnaces & duct work, Sault Ste Marie Canal.

### (January Report)

*Beauharnois Que:* Verner & Frere, asphalt paving on east side of Lower Beauharnois Lock, Central Region. *Lachine Que:* Annett Chemicals Ltd, grouting of Lock structures, Locks 4 & 5, Lachine Canal. *St Catharines Ont:* Timberland-Ellicott Ltd, supply, delivery & installation of derrick at lower end of Lock 4, Welland Canal; Bridge & Tank Co of Canada Ltd, repair of Bridge No 7 across Welland Canal, Lock 7.

## Department of Transport

*Carp Ont:* Douglas Bremner Contractors & Builders Ltd, construction of various bldgs for Air Services Training School & related work. *Ottawa Ont:* T P Crawford Ltd, installation of air conditioning system at radio regulations engineering laboratory, Clyde Ave. *Peterborough Ont:* Prepakt Construction Ltd, restoration of concrete at hydraulic lift lock. *Uplands Ont:* J H Lock & Sons Ltd, installation of air conditioning on 4th & 5th floors, Air Terminal Bldg. *Calgary Alta:* McCormick Electric Ltd, installation of airport lighting facilities; Premier Steel Mills Ltd, construction of additional boundary fencing & related work, Municipal Airport. *Edmonton Alta:* McNamara Construction Western Ltd, construction of extension to Regional Stores Bldg & related work. *Fort Nelson B C:* Nadon Sheet Metal Works Ltd, replacement of furnaces in five dwellings & related work. *Victoria B C:* Caledonia Electric Ltd, installation of airport lighting facilities, International Airport. *Cambridge Bay N W T:* Elsro Asphalt Ltd, construction of water supply for fire fighting in two bldgs. *Various locations in Alta, B C, N W T & Y T:* Huber Electric Ltd, installation of fire alarm systems.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, February 1963

The consumer price index (1949=100) edged up 0.1 per cent, from 132.0 to 132.1, between January and February.* The February index was 1.8 per cent above the February 1962 index of 129.8.

Increases in the food, clothing, health and personal care, and tobacco and alcohol indexes offset a decline in the transportation index. The housing, and recreation and reading indexes were unchanged.

The food index rose 0.3 per cent from 129.0 to 129.4, mainly as a result of substantial increases for most fresh fruits and vegetables—particularly imported items—including citrus fruits, bananas, lettuce and cabbage; in contrast, imported fresh tomatoes were at slightly lower levels than in January. Prices for oranges were at their highest levels in almost 25 years and canned and frozen orange juice prices were also close to previous peaks. Sugar prices continued to rise and at the beginning of February were almost at the 1957 peak of 12.8 cents a pound but far below the record level of 22.9 cents a pound reached in August 1920. Egg prices were lower and beef prices continued to show fairly substantial price declines. Sirloin steak, for example, which reached an all-time peak of $1.16 a pound in October 1962 stood at $1.03 in February. Fresh pork prices were up somewhat but cured pork declined slightly.

The housing index was unchanged at 135.9 as the household operation component was unchanged and a fractional increase in the shelter component was not sufficient to move the index. In shelter, the home-ownership index continued its slight but steady upward movement while rents maintained their noticeable stability, unchanged at 143.8 for the ninth successive month and little changed from their February 1962 and February 1961 levels of 143.5 and 143.2 respectively. In household operation, price increases for fuel, particularly fuel oil, and higher prices for textiles and household supplies balanced lower prices for furniture, floor coverings and utensils and equipment.

The clothing index rose a fractional 0.1 per cent from 114.7 to 114.8 as higher prices for men's wear and piece goods outweighed lower prices for women's and children's wear, and footwear.

The transportation index declined 0.1 per cent from 139.8 to 139.6 as a result of lower prices for gasoline and automobile insurance. In the latter, lower rates were reported for several cities, including Montreal, and these offset rate increases in other cities, including Toronto and Vancouver.

The health and personal care index increased 0.1 per cent from 159.8 to 159.9. Price increases for personal care items outweighed lower prices for prescription drugs in pharmaceuticals.

The tobacco and alcohol index rose 0.2 per cent from 117.8 to 118.0 due to price increases for cigarettes.

The recreation and reading index was unchanged at 148.6.

## City Consumer Price Indexes, January 1963

Consumer price indexes (1949=100) between December and January rose in eight of the ten regional cities; increases varied from 0.1 per cent to 0.4 per cent. The index for Winnipeg declined and the Saskatoon-Regina index was unchanged.*

The food indexes rose in all cities, the increases ranging from 0.2 per cent in Winnipeg and Edmonton-Calgary to 1.6 per cent in Ottawa. Movements in housing indexes were mixed: two cities showed increases, four slight declines, and four no change. The clothing indexes fell in seven cities and were unchanged in three. Transportation indexes declined in eight cities and remained unchanged in two. Three cities had higher indexes for health and personal care; in the other seven they were constant. In the recreation and reading component there were seven higher and three lower indexes. There was no change in the tobacco and alcohol index for each city.

Percentage changes in the regional indexes between December and January were: Saint John +0.4, Toronto +0.4, Vancouver +0.4, St. John's +0.2, Ottawa +0.2, Halifax +0.1, Montreal +0.1, Edmonton-Calgary +0.1, Winnipeg −0.1.

Point changes in regional indexes between December and January were: Saint John +0.5 to 132.4; Toronto +0.5

*See* Table F-1 page 270.

* *See* Table F-2 page 270.

to 133.5; Vancouver +0.5 to 131.1; St. John's +0.2 to 118.3†; Ottawa +0.2 to 132.9; Halifax +0.1 to 130.9; Montreal +0.1 to 132.4; Edmonton-Calgary +0.1 to 127.5; Winnipeg −0.1 to 130.0. Saskatoon-Regina remained unchanged at 128.3.

### Wholesale Price Index, January 1963

The general wholesale index (1935-39=100) rose to 242.9 in January, up 0.2 per cent from the December index of 242.4 and 2.5 per cent above the January 1962 index of 237.0. Five of the eight major group indexes were higher, three declined.

The vegetable products group index advanced 2.0 per cent to 220.6 from 216.3; the non-ferrous metals group index rose 0.6 per cent to 195.7 from 194.6; the textile products group index increased 0.5 per cent to 245.6 from 244.3. Increases of less than 0.5 per cent occurred in two major group indexes, wood products to 320.1 from 318.7, and iron products to 253.8 from 253.5.

The animal products group index declined 1.7 per cent to 260.9 from 265.4; the chemical products group index moved down 0.5 per cent to 189.2 from 190.2; and the non-metallic group index was practically unchanged, decreasing from 189.5 to 189.3.

**The residential building material price** index (1935-39=100) rose slightly in January to 297.4 from 296.2 in December; on the 1949 base it edged up to 130.4 from 129.9.

The non-residential building material price index (1949=100) edged up to 133.5 in January from 132.9 in December.

**The index of Canadian farm product** prices (1935-39=100) eased down 0.7 per cent in the four-week period ended January 25, declining to 228.5 from 230.0 at December 28. The animal products index dropped 2.1 per cent but the field products index moved up 1.8 per cent.

### U.S. Consumer Price Index, January 1963

The United States consumer price index (1957-59=100) rose 0.2 per cent, from 105.8 to 106.0, between mid-December and mid-January. The index was 104.5 in January 1962.

The increase ended the three-month decline from the all-time high of 106.1 reached in September. The advance was attributed to higher food prices resulting in part from the freeze-up in areas producing citrus fruits and tender vegetables.

### British Index of Retail Prices, December 1962

The British index of retail prices (Jan. 16, 1962=100) rose from 101.8 to 102.3 between November and December 1962. On the base January 17, 1956 equals 100, it rose from 119.6 to 120.2. On the latter base, the index in December 1961 was 117.1.

Food prices rose rather more than 1 per cent, the fuel and light index about 0.5 per cent, and the transportation and vehicles index almost 0.5 per cent.

† On base June 1951=100.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 173

### Annual Report

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1962.* Ottawa, Queen's Printer, 1962. Pp. 96.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour, October 1961. Salaires, traitements et heures de travail, Octobre 1961.* Annual Report (Rapport annuel) no. 44. Ottawa, Queen's Printer, 1962. Pp. 402. Text in English and French.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages & Hours—Primary Textiles Industry, 1961. Salaires & heures—industrie textile primaire, 1961. Report (Rapport) No. 19.* Ottawa, Queen's Printer, 1962. Pp. 14. Text in English and French.

4. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Bulletin of Housing and Building Statistics for Europe, 1961.* Geneva, 1962. Pp. 54. Text in English and French.

## Business

5. Canadian Chamber of Commerce. *Policy Declarations, 1962-1963.* Montreal, 1962. Pp. 76.

Policy declarations on the following topics: freedom of enterprise, resources, manufacturing, external relations, finance defence, and miscellaneous topics such as Buy Canadian, distinctive national flag, foreign investment in Canada, old age security, unemployment insurance, etc.

6. U.S. Small Business Administration. *Interbusiness Financing: Economic Implications for Small Business,* by Robert P. Hungate. Washington, GPO, 1962. Pp. 157.

"Interbusiness financing can be defined generally as the financial help that one independent business gives another without going directly to conventional sources such as banks and finance companies." Explains the methods of interbusiness financing and provides examples in seven different industries.

## Canada at Work Broadcasts

The following 14 talks were given on the radio series, "Canada at Work," and were published in 1962 by, and are available from, the federal Department of Labour, Ottawa.

7. Armstrong, Keith S. *Sheltered workshop.* Pp. 3.

The speaker, Executive Director of the Canadian Council for Crippled Children and Adults, defines a sheltered workshop as a "non-profit organization operated in the interests of its employees who cannot function in competitive employment, but in all other respects it is a business enterprise and must be operated on sound business practices." He stresses the importance of sheltered workshops in helping disabled workers.

8. Canada. Department of Labour. *Interview with C. R. Ford, Director of Technical and Vocational Training Branch, Department of Labour, Ottawa by M. J. Kelly, Information Branch, Department of Labour.* Pp. 4.

Interview consisted of questions and answers about the Technical and Vocational Training Assistance Act of 1960, and other aspects of vocational training.

9. Canada. Department of Labour. *Know Canada Better* [*by*] *R. A. Tweedie* [*and others*] 4 parts.

Four speakers present talks on various sections of Canada to interest Canadians in discovering the beauty and interesting sights of their own country.

10. Chafe, Geraldine. *The Boat to do the Job.* Pp. 4.

The speaker, who works for the Rehabilitation Division of the Department of Health in St. John's, Newfoundland, tells about the motor vessel *Christmas Seal* belonging to the Newfoundland Tuberculosis Association that travels around the coast of Newfoundland serving as a floating X-ray clinic.

11. Douse, H. L. *Older Workers Training and Education.* Pp. 4.

"A talk on older workers and the training and education they need if they are to find satisfactory employment."

12. Ford, Ross. *Why the Emphasis on Technical and Vocational Education?* Pp. 8.

Four basic reasons for the emphasis on technical and vocational education are: 1. Rapid advances in technology; 2. The demand for more highly skilled workers; 3. The school drop-out problem which arises from young people's quitting school to seek work; 4. The lack of formal trades training programs in Canadian industry.

13. Hasley, A. R. *Learning is for living.* Pp. 6.

The speaker, who is employed by the Sun Life Assurance Company of Canada, spoke about the increased chances for employment which come with higher education.

14. Kelly, Mervin. *I saw a School come to life.* Pp. 4.

A talk about the New Brunswick Technical Institute, which can accommodate 600 students who can study the building trades, motor vehicle repair work, commercial and service occupations, machine shop trades, welding, radio and television servicing, and other trades.

15. Monk, D. Peter. *Stay with it!* Pp. 4.

The speaker, Personnel Manager of Dominion Stores Limited, Toronto, reminded students that the more schooling they had the more jobs would be open to them and the wider would be their choice of jobs.

16. Murchison, C. A. L. *Stay in School.* Pp. 4.

The speaker, a Commissioner of the Unemployment Insurance Commission in Ottawa, spoke about the relationship of education and training to employment opportunities.

17. Peskett, F. G. *It pays to graduate.* Pp. 4.

The speaker, Personnel Manager of the T. Eaton Company Limited, Toronto, spoke of the advantages of completing high school.

18. Sheffield, Edward Fletcher. *Beyond High School.* Pp. 5.

The speaker, Research Officer of the Canadian Universities Foundations, Ottawa, directed his remarks to young people planning to continue their education beyond high school.

19. Switzer, R. A. W. *Think it over.* Pp. 4.

The speaker, Dominion Fire Commissioner, Department of Public Works in Ottawa, talked about what to do in case of fire.

20. Vail, Gilbert F. *The Value of Technical Education.* Pp. 4.

The speaker, Technician Training Consultant of the Department of Labour, Ottawa, spoke about the need for technically trained people and the value of a technical education.

## Economic Conditions

21. Slichter, Sumner Huber. *Economic Growth in the United States: its History, Problems and Prospects.* Edited by John T. Dunlop. Baton Rouge, Louisiana State University Press, 1961. Pp. 196.

The five chapters in this book are a revised version of lectures given by Professor Slichter at Tulane University in New Orleans in April, 1954. Contents: Some Discussions of Economic Growth and Evolution. The Growth in Output per Man-hour in the United States. Some Elements in a General Theory of Private Demand. Conditions and Institutions that affect the Capacity of the Economy to increase the Demand for Goods. The Future of Economic Institutions in the United States.

22. United Nations. Economic Commission for Latin America. *Economic Development, Planning and International Co-operation.* Santiago, United Nations, 1961. Pp. 65.

## Education, Vocational

23. U.S. Bureau of Apprenticeship and Training. *The National Apprenticeship Program.* 1962 ed. Washington, GPO, 1962. Pp. 31.

An outline of the U.S. National Apprenticeship Program. Explains policies and their application in modern industry.

24. U.S. Office of Education. Division of Vocational Education. *Food Service Industry; Training Programs and Facilities.* Washington, GPO, 1961. Pp. 183.

25. U.S. Office of Education. Division of Vocational Education. *Occupational Criteria and Preparatory Curriculum Patterns in Technical Education Programs.* Washington, GPO, 1962. Pp. 26.

Seeks to identify occupations that require technical training, and to plan training programs.

26. Whitworth, Fred E. *Skills for Tomorrow.* Ottawa, Canadian Conference on Education, 1962. Pp. 67.

Report of a visit of eight Canadians to Europe to study vocational education and training.

## Employees' Benefit Plans

27. Industrial Relations Counselors Service. *Fringe Benefit Costs in Canada, 1961.* Toronto, 1962. Pp. 51.

Information is based on a survey of 78 companies with about 450,000 employees. Among the types of benefits examined are paid vacations, paid holidays, rest periods and coffee breaks, paid time off, unemployment insurance, pension plans, welfare plans, severance and termination plans, savings and thrift plans, year-end and special bonuses, etc.

28. U.S. Department of Labor. *Characteristics of 144,700 Welfare and Pension Benefit Plans.* Washington, 1962. Pp. 20.

## European Common Market

29. Conférence Européenne Progrès Technique et Marché Commun, Bruxelles, 1960. *Conférence européenne Progrès technique et Marché Commun, Bruxelles, 5-10 décembre 1960.* Bruxelles, 1962. 2 volumes.

At head of title: C.E.E. [European Economic Community] C.E.C.A. [European Coal and Steel Community], Euratom [European Atomic Energy Community].

These two volumes contain reports and conclusions of working groups. Some of the topics discussed were employment, competition, wages, accident prevention, and automation.

30. European Economic Community. Commission. *Exposé sur l'évolution de la situation sociale dans la Communauté en 1961. (à joindre au "Cinquième rapport général sur l'activité de la Communauté" en application de l'article 122 du Traité).* Bruxelles, 1962. Pp. 244.

31. Mount Allison University, Sackville, N.B. Summer Institute, 1962. *Canada, the Commonwealth, and the Common Market; Report.* Edited by W. B. Cunningham. Montreal, McGill University Press, 1962. Pp. 142.

Partial Contents: The New Unity in Europe, by Jean Monnet. Canada's Present Economic Position, by R. M. Fowler. Canada and the Common Market, a Symposium. Great Britain and the Common Market, by Lord Amory. Comments and Conclusions, by N. A. M. MacKenzie.

## Industrial Relations

32. *Essays on Industrial Relations Research—Problems and Prospects; a Series of Lectures designed to stimulate Research in Industrial Relations* [by] Robert L. Aronson [and others. Detroit] Institute of Labor and Industrial Relations, University of Michigan-Wayne State University [c1961] Pp. 142.

Contents: Needs and Opportunities for Industrial Relations Research, by William F. Whyte. Research and Writing in Industrial Relations—Are they Intellectually Respectable? By Robert L. Aronson. The Labor Market and Industrial Relations Research, by Gerald G. Somers. The Labor Relations "Climate"—Its Nature and Significance, by George Seltzer. Political Controls and Member Rights: an Analysis of Union Constitutions, by Joel Seidman. Union Wage Gains and Enterprise Monopoly, by Albert Rees.

33. Illinois. University. Institute of Labor and Industrial Relations. *Assessing Union-Management Relationships,* by Milton Derber [and others. Urbana, 1961] Pp. 27-40.

Considers criteria to be used in judging successful union-management relationships and attempts to present a method for measuring and comparing relationships in firms, using data gathered from two surveys conducted in 1955/56 and 1959 by the Institute of Labor and Industrial Relations of the University of Illinois.

34. Paterson, Thomas Thomson. *Glasgow Limited; a Case-Study in Industrial War and Peace.* Cambridge [Eng.] University Press, 1960. Pp. 243.

A study of human relations and industrial relations in a medium-sized firm where a manager succeeded in bringing industrial peace and increasing productivity after a long record of unrest and low production.

35. YESUFU, TIJANI M. *An Introduction to Industrial Relations in Nigeria.* London, Published for the Nigerian Institute of Social and Economic Research by the Oxford University Press, 1962. Pp. 190.

Contents: Labor in the Nigerian Economy. The State and Industrial Relations. Employers' and Workers' Organizations. The Machinery of Collective Relations. The Problems of Trade Union Organizaton. The Character of the Employer. The Problem of Labour Efficiency. Political Progress and Industrial Relations. The Future of Industrial Relations in Nigeria.

## Industry—Location

The following four surveys were issued by the Industrial Development Branch, Department of Industry and Development of the Province of Alberta, Edmonton, in 1962.

36. *Town of Edson.* Rev. ed. Pp. 17.

37. *City of Lethbridge.* Rev. ed. Pp. 43.

38. *Village of Sangudo.* Rev. ed. Pp. 11.

39. *Town of Whitecourt.* Pp. 12.

## Labour Organization

40. HORRELL, MURIEL. *South African Trade Unionism; a Study of a Divided Working Class.* Johannesburg, South African Institute of Race Relations, 1961. Pp. 150.

"The purpose of this booklet is to describe how divisions of opinion on the racial issue have prevented unity in the trade union movement."

41. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The ICFTU: What it is; How it works; What it does.* 2d rev. ed. Brussels, 1961. Pp. 40.

42. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Requirements for electing Union Officers as prescribed in Title IV and Related Provisions of the Labor-Management Reporting and Disclosure Act.* Rev. ed. Washington, GPO, 1962. Pp. 58.

Contents: Election Provisions in General. Organizations Covered. Who must be Elected and How Often. Nomination Procedures. Campaign Rules. Election Procedures. Protesting Elections. Relation of Title 1 to the Election Provisions. Application of Other Laws. Election Procedures Check List.

## Labouring Classes

43. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Salary and Wage Rate Survey, British Columbia, July, 1962; a Study of Salary and Wage Rates in Selected Clerical, Professional and Trade Occupations in Business and Industrial Establishments in Four Regions: Metropolitan Vancouver, Metropolitan Victoria, Selected Southern Interior Centres, Selected Northern Centres.* Victoria, 1962. Pp. 34.

44. CANADA. COMMITTEE OF INQUIRY INTO THE UNEMPLOYMENT INSURANCE ACT. *Report.* Ottawa, Queen's Printer, 1962. Pp. 207.

The Committee was set up to inquire into and report upon the Unemployment Insurance Act and its regulations and particularly to examine and report on (1) the provisions considered necessary to deal with seasonal unemployment; (2) the means of correcting any abuses or deficiencies that may presently exist; and (3) the relationship between programs of support for the unemployed and other social security measures.

45. CRICHTON, ANNE. *Personnel Management and Working Groups.* London, Institute of Personnel Management, 1962. Pp. 62.

This booklet deals with group behavior, the relationship of people one with the other, while preserving their personal identity and individual aspirations.

46. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Some Problems of Evidence before the Labor Arbitrator,* by R. W. Fleming. Urbana, 1962. Pp. [133]-168.

Some of the problems discussed are: the use of past misconduct on the part of the employee; access to information in the files of the other party; confrontation and cross-examination; the privilege against self-incrimination; search and seizure; wire tapping; the admissability of lie-detector evidence.

47. INTERNATIONAL LABOUR OFFICE. *Workers' Management in Yugoslavia.* Geneva, 1962. Pp. 32.

This book is about establishments that are administered by their own staffs. The information is based on a visit to about 20 firms by ILO officials.

48. WOODS, HARRY DOUGLAS. *Labour Policy and Labour Economics in Canada,* by H. D. Woods and Sylvia Ostry. Toronto, Macmillan, 1962. Pp. 534.

Part 1 of this book, by H. D. Woods, is about labour policy in Canada, while Part 2, by Sylvia Ostry, covers labour supply and wages. Both authors wrote the concluding chapter, which makes some observations about the future of labour in the Canadian economy. Contents: (Part 1). The Pubilc Interest in Industrial Relations. The Role of Government in Labour Relations. The Development of Policy to 1948. Labour-Relations Boards—Public Policy. Labour Relations Boards—in Action. Intervention in Negotiations. Arbitration. Inquiry Commissions and Other Devices. Canadian Policy—an Appraisal. (Part 2). Labour Supply in Canada: Population and Immigration. Labour Supply: the Labour Force. Further Aspects of Labour Supply. Unemployment. Wages in Canada: Real and Money Wage Levels. Wages in Canada: the Occupational Structure. Wages in Canada: the Inter-industry Structure. Wages in Canada: the Geographic Structure. Conclusion. Some Observations: The Future of Labour in the Canadian Economy.

## Women

49. National Council of Women of Canada. *Yearbook, 1962.* Ottawa, 1962. Pp. 138.

Contains Condensed Proceedings of the National Council of Women of Canada, 69th Annual Meeting, held in Halifax, N.S., June 11-15, 1962.

50. National Institute of Houseworkers. *Annual Report, 1961-62.* London, 1962. Pp. 26.

## Miscellaneous

51. American Management Association. *PERT: a New Management Planning and Control Technique,* by Gabriel N. Stilian and others. New York, c1962. Pp. 192.

PERT (Program Evaluation and Review Technique) is one form of the graphic network analysis technique. It helps management to have a visual picture of what it wants to achieve, and the best way to do it. This book explains PERT.

52. Barton, John, 1789-1852. *Economic Writings. Vol. 1.* With an introd. and notes by G. Sotiroff. Regina, Lynn Pub. Co., 1962. Pp. 304.

To be completed in 2 vols.

Contents:—v. 1. Observations on the Circumstances which influence the Condition of the Labouring Classes of Society. An Inquiry into the Causes of the Progressive Depreciation of Agricultural Labour in Modern Times; with Suggestions for it's [sic] Remedy. A Statement of the Consequences likely to ensue from our Growing Excess Population, if not remedied by Colonization.

53. Canadian Bar Association. *Papers presented at the Annual Meeting, Halifax, 1962.* [Don Mills, Ont., CCH Canadian Ltd., 1962] Pp. 232.

Partial Contents: Trends in Administrative Law, by John Willis. Passenger Liability Limits in International and Domestic Air Carriage, by Clare J. Irwin. The Canadian Bill of Rights, Its Second Year of Testing, by Richard S. Bowles.

54. Canadian Tax Foundation. *The National Finances, 1962-63; an Analysis of the Revenues and Expenditures of the Government of Canada.* Toronto, 1962. Pp. 209.

55. Harter, Lafayette George. *John R. Commons: his Assault on Laissez-faire.* Foreword by Wayne Morse. Corvallis, Oregon State University Press [c1962] Pp. 283.

A biography of the eminent American labour historian who was Professor of Economics at the University of Wisconsin from 1904 to 1932.

56. Lipset, Seymour Martin. *Michels' Theory of Political Parties.* Berkeley, University of California, Institute of Industrial Relations, 1962. Pp. 15-39.

Robert Michel (1876-1936) was a German sociologist whose book *Political Parties* was first published in 1911.

57. National Industrial Conference Board. *Cycles in Government Securities. 1. Federal Debt and Its Ownership,* by Michael E. Levy. New York, 1962. Pp. 179.

Analyses cycles in U.S. Government securities. Part 1 deals with four major aspects of cyclical and structural changes in Federal debt.

58. "Resources for Tomorrow" Conference, Montreal, 1961. *Guide to Benefit-Cost Analysis,* by W. R. D. Sewell [and others]. With a foreword by E. P. Weeks. Ottawa, Queen's Printer, 1962. Pp. 49. Issued by the Minister of Northern Affairs and National Resources.

This report is based on discussions at the "Resources for Tomorrow" Conference.

"Benefit-cost analysis may be used for three broad purposes: (1) To assess the economic characteristics of a particular project; (2) to determine which of a number of projects designed to serve a given purpose results in the largest ratio of benefits to costs; and (3) To determine which of a number of projects designed to serve different purposes confers the largest net benefit on the economy as a whole."

59. Scott, William Henry. *Office Automation and the Non-manual Worker.* Paris, Organization for Economic Co-operation and Development [1962] Pp. 49.

" . . . A progress report on studies of office automation which are being carried out by five research institutes in France, Germany, The Netherlands, Sweden and the United Kingdom. The work of these institutes is co-ordinated by the International Committee for Social Research in Industry. . . "

Also includes three talks given at a meeting of the International Committee for Social Research in Industry in Geneva, September 1961.

60. United Nations. Economic Commission for Europe. *The Situation and Prospects of Europe's Electric Power Supply Industry in 1960/61.* Geneva, 1962. Pp. 98, 1, 1, 21.

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## Settlements during February

(*Continued from page 220*)

Shawinigan Chemicals, Shawinigan, Que.—CNTU-chartered local: 3-yr. agreement covering 1,300 empl.—settlement pay of $75 prorated for empl. who worked between April 1, 1962 and Aug. 17, 1962, wage increases ranging from 5¢ to 14¢ eff. Feb. 15, 1963, 2% eff. Feb. 15, 1964 and 2% eff. Feb. 15, 1965; Sunday premium increased to 15¢ an hr. eff. Feb. 15, 1963 (formerly 10¢); 4 wks. vacation after 20 yrs. of service eff. May 1, 1964 (formerly after 25 yrs.); 8-cent cost-of-living bonus incorporated into base rates and cost-of-living escalator discontinued; improvements to company-paid sick leave plan; rate for labourer after Feb. 15, 1965 will be $2.27 an hr.



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# LABOUR STATISTICS


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## A—Labour Force

### TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 16, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

| | Canada | Atlantic Region | Quebec | Ontario | Prairie Region | British Columbia |
|---|---|---|---|---|---|---|
| The Labour Force | 6,496 | 584 | 1,825 | 2,399 | 1,096 | 592 |
| Men | 4,738 | 436 | 1,351 | 1,708 | 807 | 436 |
| Women | 1,758 | 148 | 474 | 691 | 289 | 156 |
| 14—19 years | 566 | 62 | 183 | 182 | 95 | 44 |
| 20—24 years | 830 | 89 | 276 | 267 | 137 | 61 |
| 25—44 years | 2,955 | 248 | 838 | 1,108 | 488 | 273 |
| 45—64 years | 1,947 | 170 | 483 | 759 | 340 | 195 |
| 65 years and over | 198 | 15 | 45 | 83 | 36 | 19 |
| Employed | 5,951 | 497 | 1,625 | 2,264 | 1,025 | 540 |
| Men | 4,265 | 356 | 1,174 | 1,596 | 745 | 394 |
| Women | 1,686 | 141 | 451 | 668 | 280 | 146 |
| Agriculture | 532 | 28 | 101 | 145 | 244 | 14 |
| Non-agriculture | 5,419 | 469 | 1,524 | 2,119 | 781 | 526 |
| Paid Workers | 4,942 | 422 | 1,391 | 1,956 | 703 | 470 |
| Men | 3,402 | 293 | 972 | 1,337 | 462 | 338 |
| Women | 1,540 | 129 | 419 | 619 | 241 | 132 |
| Unemployed | 545 | 87 | 200 | 135 | 71 | 52 |
| Men | 473 | 80 | 177 | 112 | 62 | 42 |
| Women | 72 | * | 23 | 23 | * | 10 |
| Persons not in the Labour Force | 5,868 | 667 | 1,726 | 1,914 | 1,011 | 550 |
| Men | 1,405 | 187 | 400 | 418 | 259 | 141 |
| Women | 4,463 | 480 | 1,326 | 1,496 | 752 | 409 |

*Less than 10,000.

## TABLE A-2—AGE, SEX AND MARITAL STATUS WEEK ENDED FEBRUARY 16, 1963

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

| | Total | 14–19 years all persons | 20–64 years | | | | 65 years and over all persons |
|---|---|---|---|---|---|---|---|
| | | | Men | | Women | | |
| | | | Married | Other | Married | Other | |
| Population 14 years of age and over[1] | 12,364 | 1,871 | 3,584 | 977 | 3,682 | 919 | 1,331 |
| Labour force | 6,496 | 566 | 3,441 | 828 | 827 | 636 | 198 |
| Employed | 5,951 | 479 | 3,178 | 694 | 802 | 612 | 186 |
| Unemployed | 545 | 87 | 263 | 134 | 25 | 24 | 12 |
| Not in labour force | 5,868 | 1,305 | 143 | 149 | 2,855 | 283 | 1,133 |
| Participation rate[2] | | | | | | | |
| 1963, February 16 | 52.5 | 30.3 | 96.0 | 84.7 | 22.5 | 69.2 | 14.9 |
| January 19 | 52.6 | 30.7 | 96.0 | 85.0 | 22.3 | 69.6 | 15.0 |
| Unemployment rate[3] | | | | | | | |
| 1963, February 16 | 8.4 | 15.4 | 7.6 | 16.2 | 3.0 | 3.8 | 6.1 |
| January 19 | 8.3 | 15.0 | 7.7 | 15.7 | 3.1 | 3.7 | 6.0 |

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

## TABLE A-3—UNEMPLOYED, WEEK ENDED FEBRUARY 16, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

| — | February 1963 | January 1963 | February 1962 |
|---|---|---|---|
| Total unemployed | 545 | 541 | 583 |
| On temporary layoff up to 30 days | 33 | 38 | 44 |
| Without work and seeking work | 512 | 503 | 539 |
| Seeking full-time work | 495 | 481 | 514 |
| Seeking part-time work | 17 | 22 | 25 |
| Seeking under 1 month | 82 | 127 | 89 |
| Seeking 1–3 months | 256 | 251 | 260 |
| Seeking 4–6 months | 118 | 71 | 116 |
| Seeking more than 6 months | 56 | 54 | 74 |

# B—Labour Income

## TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

| Year and Month | Monthly Totals | | | Quarterly Totals[1] | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Mining | Manufacturing | Transportation, Storage and Communication[2] | Forestry | Construction | Public utilities | Trade | Finance Services (including Government) | Supplementary Labour income | Totals[3] |
| 1957—Total | 535 | 4,838 | 1,661 | 336 | 1,311 | 277 | 2,265 | 3,920 | 683 | 16,018 |
| 1958—Total | 527 | 4,823 | 1,685 | 270 | 1,317 | 307 | 2,360 | 4,303 | 727 | 16,521 |
| 1959—Total | 552 | 5,096 | 1,785 | 288 | 1,279 | 332 | 2,528 | 4,653 | 746 | 17,463 |
| 1960—Total | 551 | 5,188 | 1,806 | 326 | 1,245 | 344 | 2,638 | 5,019 | 790 | 18,119 |
| 1961—Total | 545 | 5,348 | 1,862 | 285 | 1,225 | 356 | 2,737 | 5,475 | 827 | 18,884 |
| 1961— | | | | | | | | | | |
| December | 45.5 | 451.3 | 152.0 | | | | | | | 1,585.8 |
| 1962— | | | | | | | | | | |
| January | 45.8 | 450.7 | 151.2 | | | | | | | 1,565.7 |
| February | 45.2 | 455.9 | 152.1 | 68.2 | 255.6 | 89.7 | 687.7 | 1,421.5 | 212.0 | 1,575.7 |
| March | 45.6 | 461.1 | 150.3 | | | | | | | 1,590.5 |
| April | 45.1 | 469.0 | 153.8 | | | | | | | 1,618.8 |
| May | 47.0 | 481.7 | 160.1 | 65.7 | 333.2 | 93.3 | 718.1 | 1,475.0 | 218.1 | 1,677.1 |
| June | 48.2 | 492.1 | 161.6 | | | | | | | 1,726.2 |
| July | 48.7 | 485.0 | 165.7 | | | | | | | 1,711.5 |
| August | 48.3 | 490.6 | 166.9 | 85.8 | 397.8 | 98.3 | 726.1 | 1,456.1 | 222.2 | 1,725.1 |
| September | 47.6 | 498.4 | 164.3 | | | | | | | 1,749.2 |
| October | 47.1 | 493.3 | 165.3 | | | | | | | 1,734.7 |
| November* | 46.8 | 489.8 | 162.1 | 86.0 | 330.8 | 98.3 | 749.8 | 1,485.4 | 223.4 | 1,713.3 |
| December† | 45.7 | 476.2 | 157.3 | | | | | | | 1,661.6 |

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at December 1962 employers in the principal non-agricultural industries reported a total employment of 2,874,771. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

### TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

| Year and Month | Industrial Composite[1] | | | Manufacturing | | |
|---|---|---|---|---|---|---|
| | Index Numbers (1949–100) | | Average Weekly Wages and Salaries | Index Numbers (1949–100) | | Average Weekly Wages and Salaries |
| | Employment | Average Weekly Wages and Salaries | | Employment | Average Weekly Wages and Salaries | |
| Averages | | | | | | |
| 1957 | 122.6 | 158.1 | 67.93 | 115.8 | 159.1 | 69.94 |
| 1958 | 117.9 | 163.9 | 70.43 | 109.8 | 165.3 | 72.67 |
| 1959 | 119.7 | 171.0 | 73.47 | 111.1 | 172.5 | 75.84 |
| 1960 | 118.7 | 176.5 | 75.83 | 109.5 | 177.8 | 78.19 |
| 1961 | 118.1 | 181.8 | 78.11 | 108.9 | 183.6 | 80.73 |
| 1961— | | | | | | |
| December | 117.8 | 179.4 | 77.08 | 107.9 | 182.3 | 80.16 |
| 1962— | | | | | | |
| January | 115.2 | 184.5 | 79.27 | 108.5 | 187.1 | 82.28 |
| February | 114.7 | 186.7 | 80.21 | 108.9 | 188.2 | 82.74 |
| March | 115.2 | 187.2 | 80.41 | 109.6 | 189.3 | 83.23 |
| April | 116.7 | 186.7 | 80.21 | 110.4 | 189.0 | 83.11 |
| May | 121.3 | 188.1 | 80.79 | 113.7 | 190.4 | 83.72 |
| June | 125.0 | 188.7 | 81.05 | 116.4 | 190.4 | 83.72 |
| July | 125.8 | 188.3 | 80.90 | 115.5 | 189.1 | 83.13 |
| August | 127.0 | 188.1 | 80.80 | 117.6 | 187.9 | 82.62 |
| September | 126.5 | 189.5 | 81.40 | 117.6 | 190.8 | 83.91 |
| October | 125.4 | 189.9 | 81.57 | 115.9 | 191.8 | 84.34 |
| November* | 124.3 | 189.8 | 81.53 | 114.7 | 192.3 | 84.55 |
| December† | 120.4 | 182.9 | 78.57 | 111.1 | 183.8 | 80.81 |

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.



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## TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

| Area | Employment Index Numbers | | | Average Weekly Wages and Salaries | | |
|---|---|---|---|---|---|---|
| | Dec. 1962 | Nov. 1962 | Dec. 1961 | Dec. 1962 | Nov. 1962 | Dec. 1961 |
| | | | | $ | $ | $ |
| **Provinces** | | | | | | |
| Newfoundland | 122.9 | 138.3 | 127.5 | 72.96 | 72.10 | 71.39 |
| Prince Edward Island | 117.6 | 145.4 | 123.2 | 59.01 | 56.00 | 57.25 |
| Nova Scotia | 93.5 | 96.2 | 93.4 | 62.70 | 65.62 | 61.87 |
| New Brunswick | 102.0 | 104.6 | 107.6 | 65.37 | 65.65 | 64.35 |
| Quebec | 120.4 | 125.4 | 118.5 | 76.12 | 79.14 | 74.40 |
| Ontario | 123.3 | 126.3 | 119.7 | 81.21 | 84.83 | 79.98 |
| Manitoba | 108.1 | 111.9 | 108.2 | 74.39 | 75.94 | 72.64 |
| Saskatchewan | 120.7 | 125.7 | 117.7 | 76.73 | 78.37 | 74.16 |
| Alberta (including Northwest Territories) | 156.3 | 158.4 | 150.9 | 80.60 | 82.64 | 79.30 |
| British Columbia (including Yukon) | 113.4 | 116.5 | 108.7 | 85.34 | 88.56 | 84.02 |
| **Canada** | **120.4** | **124.3** | **117.8** | **78.57** | **81.53** | **77.08** |
| **Urban areas** | | | | | | |
| St. John's | 139.3 | 155.4 | 132.0 | 59.31 | 60.23 | 56.67 |
| Sydney | 78.7 | 79.7 | 77.9 | 69.94 | 77.70 | 71.32 |
| Halifax | 129.7 | 124.8 | 128.3 | 65.57 | 67.29 | 64.12 |
| Moncton | 105.7 | 117.6 | 108.0 | 61.48 | 61.12 | 59.12 |
| Saint John | 114.6 | 105.9 | 113.3 | 63.65 | 66.04 | 63.07 |
| Chicoutimi—Jonquiere | 105.3 | 109.0 | 102.8 | 100.87 | 99.85 | 98.36 |
| Quebec | 120.0 | 125.2 | 114.6 | 65.46 | 71.10 | 64.65 |
| Sherbrooke | 110.0 | 113.1 | 106.8 | 64.28 | 68.76 | 62.63 |
| Shawinigan | 81.7 | 83.0 | 99.6 | 84.20 | 89.88 | 85.53 |
| Three Rivers | 112.5 | 117.4 | 108.6 | 70.46 | 77.23 | 70.98 |
| Drummondville | 83.2 | 83.6 | 80.7 | 64.91 | 67.74 | 61.79 |
| Montreal | 125.5 | 129.1 | 124.1 | 77.75 | 80.53 | 75.76 |
| Ottawa—Hull | 132.8 | 136.1 | 130.4 | 73.47 | 75.34 | 72.10 |
| Kingston | 116.9 | 121.0 | 113.4 | 77.05 | 80.40 | 75.56 |
| Peterborough | 96.4 | 95.6 | 91.9 | 86.76 | 91.26 | 86.90 |
| Oshawa | 197.2 | 196.9 | 180.3 | 93.66 | 107.69 | 96.20 |
| Toronto | 139.4 | 142.3 | 134.4 | 81.63 | 84.58 | 79.96 |
| Hamilton | 114.5 | 116.5 | 109.2 | 85.84 | 90.23 | 84.74 |
| St. Catharines | 109.1 | 114.3 | 108.0 | 86.95 | 95.98 | 87.98 |
| Niagara Falls | 94.8 | 96.7 | 91.3 | 82.90 | 84.02 | 83.07 |
| Brantford | 86.4 | 87.2 | 82.5 | 74.92 | 77.02 | 70.32 |
| Guelph | 126.7 | 129.7 | 119.5 | 70.83 | 76.00 | 69.84 |
| Galt | 117.0 | 117.9 | 106.8 | 67.45 | 73.34 | 69.89 |
| Kitchener | 133.6 | 136.5 | 125.8 | 72.33 | 77.06 | 71.15 |
| Sudbury | 128.4 | 129.0 | 146.9 | 94.90 | 91.21 | 96.99 |
| Timmins | 88.3 | 89.2 | 89.1 | 73.03 | 75.61 | 71.34 |
| London | 134.4 | 138.7 | 132.8 | 73.78 | 77.23 | 72.35 |
| Sarnia | 126.6 | 125.3 | 124.5 | 102.63 | 106.26 | 100.37 |
| Windsor | 73.8 | 75.4 | 72.9 | 87.51 | 95.18 | 87.29 |
| Sault Ste. Marie | 140.2 | 145.0 | 137.3 | 101.35 | 106.24 | 98.31 |
| Fort William—Port Arthur | 103.0 | 109.1 | 102.7 | 80.08 | 83.76 | 77.00 |
| Winnipeg | 109.8 | 111.4 | 109.0 | 71.11 | 72.79 | 69.21 |
| Regina | 141.2 | 142.5 | 135.6 | 76.06 | 76.62 | 74.12 |
| Saskatoon | 134.1 | 138.7 | 132.6 | 71.33 | 72.25 | 70.05 |
| Edmonton | 201.0 | 204.0 | 191.4 | 74.35 | 77.23 | 72.33 |
| Calgary | 176.2 | 178.4 | 170.5 | 79.31 | 81.26 | 76.71 |
| Vancouver | 114.2 | 115.9 | 109.0 | 84.80 | 86.86 | 83.12 |
| Victoria | 119.2 | 119.6 | 111.3 | 79.17 | 80.38 | 78.20 |

## TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

| Industry | Employment | | | Average Weekly Wages and Salaries | | |
|---|---|---|---|---|---|---|
| | Dec. 1962 | Nov. 1962 | Dec. 1961 | Dec. 1962 | Nov. 1962 | Dec. 1961 |
| | | | | $ | $ | $ |
| **Mining** | **112.3** | **114.3** | **115.1** | **96.17** | **100.70** | **95.15** |
| Metal mining | 125.1 | 127.8 | 128.5 | 97.83 | 101.43 | 97.27 |
| Gold | 67.0 | 68.6 | 68.3 | 82.01 | 83.59 | 78.99 |
| Other metal | 179.0 | 182.7 | 184.5 | 103.32 | 107.64 | 103.55 |
| Fuels | 86.5 | 84.7 | 89.8 | 98.47 | 104.78 | 95.71 |
| Coal | 39.7 | 39.6 | 43.2 | 60.75 | 76.17 | 66.96 |
| Oil and natural gas | 277.5 | 268.6 | 289.7 | 120.54 | 122.04 | 114.09 |
| Non-metal | 130.5 | 140.4 | 128.4 | 84.57 | 90.47 | 84.28 |
| **Manufacturing** | **111.1** | **114.7** | **107.9** | **80.81** | **84.55** | **80.16** |
| Durable goods | 116.5 | 118.9 | 110.9 | 86.47 | 91.94 | 86.57 |
| Non-durable goods | 106.6 | 111.2 | 105.5 | 75.63 | 77.93 | 74.52 |
| Food and beverages | 106.5 | 116.7 | 105.8 | 73.12 | 72.82 | 72.09 |
| Meat products | 130.4 | 137.0 | 129.9 | 81.12 | 82.25 | 80.37 |
| Canned and preserved fruits and vegetables | 81.4 | 122.2 | 77.6 | 61.94 | 57.48 | 61.03 |
| Grain mill products | 93.4 | 95.6 | 99.1 | 79.09 | 83.19 | 77.45 |
| Bread and other bakery products | 112.0 | 113.0 | 110.8 | 70.47 | 69.68 | 69.01 |
| Distilled and malt liquors | 92.4 | 98.1 | 94.9 | 104.62 | 103.19 | 99.81 |
| Tobacco and tobacco products | 92.4 | 98.5 | 107.5 | 77.58 | 77.25 | 69.41 |
| Rubber products | 107.2 | 109.7 | 100.7 | 83.87 | 89.26 | 81.27 |
| Leather products | 87.3 | 90.5 | 88.2 | 50.82 | 57.71 | 50.82 |
| Boots and shoes (except rubber) | 93.8 | 97.3 | 95.9 | 47.31 | 55.25 | 47.91 |
| Other leather products | 75.7 | 78.3 | 74.2 | 58.67 | 63.22 | 57.61 |
| Textile products (except clothing) | 82.2 | 83.7 | 80.3 | 62.62 | 68.76 | 62.34 |
| Cotton yarn and broad woven goods | 73.3 | 74.4 | 75.2 | 57.85 | 65.68 | 58.13 |
| Woollen goods | 62.6 | 63.9 | 61.1 | 57.44 | 63.39 | 58.18 |
| Synthetic textiles and silk | 93.9 | 93.8 | 86.7 | 71.99 | 76.37 | 70.57 |
| Clothing (textile and fur) | 88.9 | 92.7 | 87.7 | 45.99 | 51.71 | 45.96 |
| Men's clothing | 94.2 | 98.0 | 90.5 | 45.24 | 50.80 | 45.07 |
| Women's clothing | 93.7 | 96.5 | 93.5 | 45.25 | 51.22 | 45.28 |
| Knit goods | 69.9 | 75.6 | 72.3 | 46.35 | 53.33 | 46.22 |
| Wood products | 103.6 | 106.4 | 99.4 | 68.06 | 73.36 | 67.70 |
| Saw and planing mills | 104.4 | 107.0 | 100.1 | 70.86 | 75.10 | 70.29 |
| Furniture | 116.1 | 119.1 | 109.7 | 64.31 | 72.21 | 64.89 |
| Other wood products | 75.0 | 78.8 | 75.6 | 59.73 | 64.76 | 58.68 |
| Paper products | 125.2 | 127.3 | 122.5 | 96.41 | 98.10 | 95.31 |
| Pulp and paper mills | 125.7 | 126.2 | 123.0 | 106.32 | 107.06 | 104.75 |
| Other paper products | 124.1 | 130.0 | 121.4 | 72.34 | 77.26 | 72.79 |
| Printing, publishing and allied industries | 124.3 | 126.3 | 124.3 | 88.18 | 91.28 | 86.31 |
| Iron and steel products | 109.4 | 111.7 | 102.0 | 90.06 | 96.19 | 89.77 |
| Agricultural implements | 68.5 | 65.8 | 59.6 | 89.53 | 99.17 | 94.34 |
| Fabricated and structural steel | 150.6 | 154.3 | 146.7 | 90.23 | 97.92 | 90.42 |
| Hardware and tools | 111.4 | 112.2 | 103.0 | 79.05 | 84.89 | 78.78 |
| Heating and cooking appliances | 101.3 | 105.4 | 94.0 | 79.05 | 83.27 | 77.39 |
| Iron castings | 92.3 | 97.0 | 89.3 | 82.82 | 90.37 | 84.94 |
| Machinery, industrial | 129.5 | 131.6 | 116.8 | 86.47 | 92.71 | 86.89 |
| Primary iron and steel | 123.4 | 124.1 | 115.8 | 107.73 | 111.85 | 105.39 |
| Sheet metal products | 108.9 | 115.4 | 101.8 | 83.72 | 91.60 | 84.52 |
| Wire and wire products | 112.2 | 112.1 | 109.9 | 89.37 | 96.69 | 87.46 |
| Transportation equipment | 113.1 | 113.7 | 108.7 | 92.16 | 100.81 | 94.69 |
| Aircraft and parts | 231.9 | 234.1 | 266.4 | 94.24 | 98.31 | 94.11 |
| Motor vehicles | 120.2 | 119.3 | 110.9 | 107.30 | 123.07 | 112.09 |
| Motor vehicle parts and accessories | 123.0 | 122.4 | 105.4 | 85.33 | 100.06 | 91.14 |
| Railroad and rolling stock equipment | 55.3 | 56.6 | 55.7 | 87.78 | 84.80 | 84.63 |
| Shipbuilding and repairing | 141.1 | 143.9 | 123.8 | 80.15 | 88.98 | 83.83 |
| Non-ferrous metal products | 121.1 | 122.7 | 123.0 | 96.20 | 95.72 | 94.92 |
| Aluminum products | 136.3 | 142.9 | 133.4 | 87.50 | 93.21 | 86.57 |
| Brass and copper products | 102.2 | 102.3 | 103.0 | 86.74 | 91.61 | 83.77 |
| Smelting and refining | 132.2 | 132.3 | 138.7 | 110.69 | 105.02 | 108.77 |
| Electrical apparatus and supplies | 150.6 | 152.7 | 139.1 | 86.21 | 90.19 | 85.69 |
| Heavy electrical machinery | 113.6 | 113.7 | 102.1 | 92.10 | 98.56 | 94.09 |
| Telecommunication equipment | 273.5 | 279.5 | 248.5 | 83.87 | 87.08 | 83.64 |
| Non-metallic mineral products | 142.8 | 152.0 | 136.0 | 85.24 | 89.66 | 82.54 |
| Clay products | 85.0 | 91.2 | 82.6 | 79.03 | 81.26 | 76.83 |
| Glass and glass products | 168.2 | 169.8 | 161.8 | 85.44 | 86.86 | 83.08 |
| Products of petroleum and coal | 135.3 | 136.9 | 138.3 | 125.60 | 122.12 | 122.42 |
| Petroleum refining and products | 138.4 | 139.5 | 141.6 | 126.37 | 123.06 | 123.07 |
| Chemical products | 128.1 | 130.0 | 130.5 | 99.76 | 100.00 | 96.71 |
| Medicinal and pharmaceutical preparations | 121.8 | 122.4 | 121.4 | 86.43 | 87.03 | 83.65 |
| Acids, alkalis and salts | 143.2 | 144.3 | 153.7 | 114.72 | 114.14 | 111.17 |
| Other chemical products | 126.3 | 128.6 | 127.6 | 99.10 | 99.45 | 95.89 |
| Miscellaneous manufacturing industries | 147.3 | 154.0 | 137.6 | 70.23 | 72.62 | 69.97 |
| **Construction** | **110.0** | **130.5** | **109.5** | **77.65** | **87.60** | **74.75** |
| Building and general engineering | 107.2 | 126.8 | 105.9 | 79.49 | 95.36 | 78.66 |
| Highways, bridges and streets | 114.4 | 136.5 | 115.6 | 74.82 | 75.75 | 68.74 |
| Electric and motor transportation | 139.5 | 141.1 | 135.9 | 84.46 | 86.76 | 82.28 |
| **Service** | **152.7** | **155.7** | **148.1** | **57.86** | **58.26** | **56.11** |
| Hotels and restaurants | 130.8 | 133.4 | 127.3 | 42.97 | 44.32 | 42.83 |
| Laundries and dry cleaning plants | 131.5 | 132.8 | 125.3 | 48.95 | 50.90 | 47.52 |
| **Industrial composite** | **120.4** | **124.3** | **117.8** | **78.57** | **81.53** | **77.08** |



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## TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* DBS

(The latest figures are subject to revision)

| | Average Hours Worked | | | Average Hourly Earnings* | | |
|---|---|---|---|---|---|---|
| | December 1962 | November 1962 | December 1961 | December 1962 | November 1962 | December 1961 |
| | | | | $ | $ | $ |
| Newfoundland | 36.8 | 38.3 | 38.6 | 2.05 | 1.69 | 1.98 |
| Nova Scotia | 37.2 | 39.9 | 37.8 | 1.68 | 1.64 | 1.65 |
| New Brunswick | 37.4 | 40.9 | 39.2 | 1.72 | 1.60 | 1.71 |
| Quebec | 37.5 | 42.0 | 39.1 | 1.74 | 1.70 | 1.69 |
| Ontario | 37.8 | 41.4 | 39.0 | 2.02 | 2.00 | 1.96 |
| Manitoba | 38.0 | 40.0 | 37.9 | 1.80 | 1.77 | 1.77 |
| Saskatchewan | 38.1 | 38.9 | 38.8 | 2.05 | 2.00 | 2.03 |
| Alberta (includes Northwest Territories) | 38.6 | 39.7 | 38.5 | 2.04 | 2.00 | 2.04 |
| British Columbia (includes Yukon Territory) | 35.7 | 38.1 | 36.8 | 2.35 | 2.32 | 2.28 |

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

## TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

| Period | Hours Worked Per week | Average Hourly Earnings | Average Weekly Wages | Index Number of Average Weekly Wages (1949=100) | |
|---|---|---|---|---|---|
| | | | | Current Dollars | 1949 Dollars |
| | | $ | $ | | |
| Monthly Average 1957 | 40.4 | 1.61 | 64.96 | 155.6 | 127.4 |
| Monthly Average 1958 | 40.2 | 1.66 | 66.77 | 160.0 | 127.7 |
| Monthly Average 1959 | 40.7 | 1.72 | 70.16 | 168.1 | 132.8 |
| Monthly Average 1960 | 40.4 | 1.78 | 71.96 | 172.4 | 134.5 |
| Monthly Average 1961 | 40.6 | 1.83 | 74.27 | 177.9 | 137.7 |
| Last Pay Period in: | | | | | |
| 1961—December | 38.8 | 1.88 | 72.85 | 174.5 | 134.6 |
| 1962—January | 40.6 | 1.86 | 75.47 | 180.8 | 139.3 |
| February | 40.8 | 1.86 | 75.99 | 182.1 | 140.4 |
| March | 41.0 | 1.87 | 76.68 | 183.7 | 141.0 |
| April | 40.6 | 1.89 | 76.50 | 183.3 | 140.9 |
| May | 41.0 | 1.89 | 77.51 | 185.7 | 142.3 |
| June | 41.1 | 1.88 | 77.52 | 185.7 | 141.8 |
| July | 41.0 | 1.87 | 76.72 | 183.8 | 139.9 |
| August | 41.0 | 1.86 | 76.17 | 182.5 | 139.3 |
| September | 41.4 | 1.88 | 77.61 | 185.9 | 141.4 |
| October | 41.3 | 1.89 | 77.96 | 186.8 | 141.6 |
| November* | 41.2 | 1.90 | 78.09 | 187.1 | 141.8 |
| December† | 37.5 | 1.93 | 72.53 | 173.8 | 131.6 |

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

## TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

| Industry | Average Weekly Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | Dec. 1962 | Nov. 1962 | Dec. 1961 | Dec. 1962 | Nov. 1962 | Dec. 1961 | Dec. 1962 | Nov. 1962 | Dec. 1961 |
| | No. | No. | No. | $ | $ | $ | $ | $ | $ |
| **Mining** | **38.6** | **42.2** | **39.9** | **2.24** | **2.19** | **2.19** | **86.48** | **92.57** | **87.32** |
| Metal mining | 39.7 | 42.4 | 40.7 | 2.29 | 2.26 | 2.25 | 90.94 | 95.72 | 91.58 |
| Gold | 40.8 | 43.7 | 41.1 | 1.80 | 1.79 | 1.77 | 73.43 | 78.05 | 72.95 |
| Other metal | 39.3 | 41.9 | 40.5 | 2.48 | 2.44 | 2.43 | 97.55 | 102.40 | 98.42 |
| Fuels | 35.3 | 40.5 | 37.7 | 2.21 | 2.13 | 2.11 | 78.09 | 86.37 | 79.71 |
| Coal | 30.1 | 40.4 | 35.2 | 1.84 | 1.82 | 1.82 | 55.53 | 73.60 | 64.00 |
| Oil and natural gas | 42.4 | 40.8 | 41.1 | 2.57 | 2.57 | 2.46 | 108.94 | 104.87 | 100.97 |
| Non-metal | 38.4 | 43.4 | 39.8 | 2.03 | 2.00 | 1.98 | 77.94 | 86.81 | 78.74 |
| **Manufacturing** | **37.5** | **41.2** | **38.8** | **1.93** | **1.90** | **1.88** | **72.53** | **78.09** | **72.85** |
| Durable goods | 38.0 | 41.9 | 39.6 | 2.07 | 2.06 | 2.02 | 78.84 | 86.47 | 80.21 |
| Non-durable goods | 37.0 | 40.5 | 38.0 | 1.79 | 1.73 | 1.74 | 66.41 | 70.20 | 66.04 |
| Food and beverages | 37.6 | 39.9 | 38.4 | 1.71 | 1.64 | 1.67 | 64.30 | 65.32 | 64.30 |
| Meat products | 38.9 | 40.4 | 39.0 | 1.96 | 1.92 | 1.92 | 76.11 | 77.37 | 74.91 |
| Canned and preserved fruits and vegetables | 34.5 | 38.6 | 33.7 | 1.39 | 1.24 | 1.39 | 47.81 | 47.76 | 46.90 |
| Grain mill products | 38.0 | 41.4 | 40.5 | 1.82 | 1.84 | 1.78 | 68.99 | 76.06 | 72.13 |
| Bread and other bakery products | 40.9 | 40.8 | 41.9 | 1.57 | 1.55 | 1.51 | 64.39 | 63.28 | 63.02 |
| Distilled liquors | 40.1 | 41.6 | 38.4 | 2.24 | 2.17 | 2.09 | 89.89 | 90.36 | 80.38 |
| Malt liquors | 39.2 | 39.0 | 39.5 | 2.41 | 2.39 | 2.35 | 94.44 | 93.10 | 92.88 |
| Tobacco and tobacco products | 37.3 | 37.6 | 36.6 | 1.92 | 1.88 | 1.73 | 71.49 | 70.79 | 63.31 |
| Rubber products | 38.6 | 42.9 | 39.5 | 1.97 | 1.96 | 1.88 | 76.26 | 83.90 | 74.11 |
| Leather products | 34.4 | 41.2 | 36.3 | 1.31 | 1.30 | 1.26 | 45.08 | 53.54 | 45.64 |
| Boots and shoes (except rubber) | 33.4 | 40.8 | 35.7 | 1.25 | 1.25 | 1.20 | 41.75 | 51.14 | 42.86 |
| Other leather products | 36.8 | 42.1 | 37.8 | 1.43 | 1.40 | 1.38 | 52.64 | 59.01 | 52.29 |
| Textile products (except clothing) | 37.9 | 43.1 | 39.5 | 1.45 | 1.44 | 1.40 | 54.95 | 62.14 | 55.21 |
| Cotton yarn and broad woven goods | 35.7 | 41.5 | 37.9 | 1.47 | 1.47 | 1.41 | 52.31 | 61.19 | 53.49 |
| Woollen goods | 38.4 | 43.6 | 40.2 | 1.33 | 1.33 | 1.30 | 51.19 | 57.95 | 52.44 |
| Synthetic textiles and silk | 40.5 | 44.5 | 41.6 | 1.57 | 1.54 | 1.48 | 63.65 | 68.48 | 61.72 |
| Clothing (textile and fur) | 32.7 | 38.5 | 33.8 | 1.22 | 1.22 | 1.19 | 40.00 | 46.75 | 40.14 |
| Men's clothing | 32.7 | 38.2 | 33.9 | 1.22 | 1.22 | 1.18 | 39.87 | 46.48 | 40.06 |
| Women's clothing | 29.9 | 36.3 | 30.8 | 1.29 | 1.26 | 1.25 | 38.55 | 45.83 | 38.61 |
| Knit goods | 35.7 | 42.3 | 36.8 | 1.15 | 1.15 | 1.11 | 40.95 | 48.77 | 40.87 |
| *Wood products | 37.5 | 41.7 | 38.9 | 1.69 | 1.68 | 1.63 | 63.52 | 69.89 | 63.45 |
| Saw and planing mills | 37.2 | 40.5 | 38.4 | 1.81 | 1.80 | 1.75 | 67.58 | 72.74 | 67.30 |
| Furniture | 37.9 | 44.0 | 39.8 | 1.52 | 1.52 | 1.48 | 57.70 | 67.06 | 58.83 |
| Other wood products | 38.3 | 42.7 | 39.1 | 1.39 | 1.39 | 1.34 | 53.20 | 59.24 | 52.55 |
| Paper products | 38.8 | 41.2 | 39.7 | 2.32 | 2.26 | 2.25 | 89.81 | 92.82 | 89.29 |
| Pulp and paper mills | 39.8 | 41.2 | 40.4 | 2.51 | 2.45 | 2.44 | 99.84 | 100.91 | 98.62 |
| Other paper products | 36.1 | 41.1 | 37.8 | 1.74 | 1.74 | 1.70 | 62.73 | 71.66 | 64.23 |
| Printing, publishing and allied industries | 36.6 | 38.9 | 37.6 | 2.32 | 2.32 | 2.23 | 84.86 | 90.17 | 84.01 |
| *Iron and steel products | 37.9 | 41.8 | 39.2 | 2.19 | 2.19 | 2.14 | 83.04 | 91.60 | 83.86 |
| Agricultural implements | 34.7 | 40.5 | 39.3 | 2.25 | 2.24 | 2.17 | 77.91 | 90.91 | 85.40 |
| Fabricated and structural steel | 37.3 | 42.3 | 38.6 | 2.12 | 2.12 | 2.10 | 70.96 | 89.87 | 81.10 |
| Hardware and tools | 39.2 | 43.3 | 40.3 | 1.82 | 1.83 | 1.77 | 71.21 | 79.17 | 71.39 |
| Heating and cooking appliances | 37.5 | 41.7 | 39.2 | 1.85 | 1.85 | 1.81 | 69.17 | 76.99 | 71.30 |
| Iron castings | 37.0 | 41.8 | 39.4 | 2.07 | 2.08 | 2.03 | 76.83 | 86.86 | 80.11 |
| Machinery, industrial | 38.3 | 42.6 | 40.1 | 2.04 | 2.05 | 1.98 | 77.94 | 87.58 | 79.45 |
| Primary iron and steel | 39.1 | 41.1 | 39.5 | 2.63 | 2.63 | 2.54 | 102.77 | 107.78 | 100.63 |
| Sheet metal products | 36.3 | 41.3 | 38.0 | 2.05 | 2.08 | 2.04 | 74.58 | 86.02 | 77.38 |
| Wire and wire products | 37.6 | 42.3 | 38.6 | 2.18 | 2.17 | 2.09 | 81.91 | 91.83 | 80.49 |
| *Transportation equipment | 38.0 | 42.2 | 41.2 | 2.23 | 2.27 | 2.17 | 84.68 | 95.89 | 89.29 |
| Aircraft and parts | 38.0 | 40.7 | 40.7 | 2.17 | 2.16 | 2.11 | 82.28 | 87.94 | 85.75 |
| Motor vehicles | 39.4 | 46.0 | 45.1 | 2.49 | 2.58 | 2.37 | 97.83 | 118.81 | 107.18 |
| Motor vehicle parts and accessories | 36.1 | 43.3 | 40.1 | 2.15 | 2.22 | 2.12 | 77.65 | 96.04 | 85.14 |
| Railroad and rolling stock equipment | 40.6 | 39.1 | 39.5 | 2.11 | 2.12 | 2.08 | 85.77 | 82.81 | 82.39 |
| Shipbuilding and repairing | 35.1 | 40.2 | 39.2 | 2.17 | 2.17 | 2.08 | 76.31 | 87.39 | 81.45 |
| *Non-ferrous metal products | 39.5 | 41.3 | 39.7 | 2.28 | 2.16 | 2.24 | 90.20 | 89.05 | 89.10 |
| Aluminum products | 37.7 | 42.5 | 38.4 | 1.95 | 1.94 | 1.89 | 73.41 | 82.56 | 72.43 |
| Brass and copper products | 38.7 | 41.6 | 39.3 | 2.06 | 2.07 | 1.96 | 79.69 | 85.96 | 77.08 |
| Smelting and refining | 40.5 | 40.5 | 40.4 | 2.60 | 2.42 | 2.56 | 105.57 | 98.20 | 103.52 |
| *Electrical apparatus and supplies | 37.4 | 41.3 | 38.7 | 1.91 | 1.91 | 1.89 | 71.18 | 78.71 | 73.09 |
| Heavy electrical machinery and equipment | 38.0 | 42.0 | 39.6 | 2.12 | 2.14 | 2.10 | 80.40 | 89.99 | 83.19 |
| Telecommunication equipment | 36.6 | 41.0 | 38.3 | 1.72 | 1.71 | 1.75 | 63.05 | 70.16 | 67.08 |
| Refrigerators, vacuum cleaners and appliances | 38.7 | 41.0 | 37.0 | 1.98 | 1.96 | 1.91 | 76.51 | 80.30 | 70.66 |
| Wire and cable | 38.3 | 41.7 | 38.4 | 2.11 | 2.14 | 2.09 | 80.70 | 89.29 | 80.32 |
| Miscellaneous electrical products | 36.5 | 41.0 | 38.9 | 1.80 | 1.80 | 1.78 | 65.48 | 73.81 | 69.38 |
| *Non-metallic mineral products | 39.4 | 43.6 | 39.6 | 1.97 | 1.94 | 1.90 | 77.68 | 84.41 | 75.05 |
| Clay products | 41.1 | 43.1 | 40.5 | 1.76 | 1.74 | 1.73 | 72.32 | 75.20 | 70.22 |
| Glass and glass products | 40.1 | 41.6 | 40.4 | 1.97 | 1.96 | 1.88 | 78.82 | 81.60 | 75.98 |
| Products of petroleum and coal | 41.7 | 41.4 | 42.3 | 2.82 | 2.69 | 2.68 | 117.37 | 111.25 | 113.45 |
| Petroleum refining and products | 41.7 | 41.4 | 42.3 | 2.84 | 2.72 | 2.70 | 118.40 | 112.49 | 114.31 |
| Chemical products | 40.1 | 41.2 | 40.2 | 2.16 | 2.13 | 2.10 | 86.72 | 87.63 | 84.34 |
| Medicinal and pharmaceutical preparations | 38.8 | 39.8 | 39.4 | 1.64 | 1.64 | 1.59 | 63.65 | 65.44 | 62.60 |
| Acids, alkalis and salts | 40.1 | 41.6 | 41.0 | 2.57 | 2.47 | 2.48 | 103.03 | 102.57 | 101.40 |
| Miscellaneous manufacturing industries | 38.0 | 41.8 | 39.3 | 1.56 | 1.52 | 1.53 | 59.37 | 63.55 | 59.96 |
| Professional and scientific equipment | 38.5 | 40.6 | 40.0 | 1.90 | 1.88 | 1.81 | 73.07 | 76.48 | 72.36 |
| **Construction** | **33.5** | **40.7** | **34.5** | **2.10** | **2.08** | **1.99** | **70.20** | **84.57** | **68.63** |
| Building and general engineering | 31.3 | 40.9 | 32.9 | 2.30 | 2.27 | 2.19 | 71.89 | 92.65 | 71.89 |
| Highways, bridges and streets | 37.5 | 40.5 | 37.6 | 1.79 | 1.72 | 1.67 | 67.09 | 69.72 | 62.63 |
| **Electric and motor transportation** | **42.3** | **44.0** | **42.4** | **2.01** | **1.98** | **1.94** | **84.98** | **87.20** | **82.50** |
| **Service** | **37.0** | **38.0** | **37.5** | **1.13** | **1.12** | **1.09** | **41.75** | **42.66** | **40.96** |
| Hotels and restaurants | 37.4 | 37.8 | 37.9 | 1.09 | 1.08 | 1.06 | 40.79 | 40.94 | 40.22 |
| Laundries and dry cleaning plants | 37.3 | 40.1 | 37.6 | 1.06 | 1.06 | 1.05 | 39.74 | 42.63 | 39.34 |

* Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September 1962 issue.

### TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

| Period | Unfilled Vacancies* | | | Registrations for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| End of: | | | | | | |
| February 1958 | 7,389 | 8,459 | 15,848 | 686,041 | 171,170 | 857,211 |
| February 1959 | 9,007 | 10,816 | 19,823 | 623,338 | 174,787 | 798,125 |
| February 1960 | 8,431 | 10,676 | 19,107 | 634,332 | 182,721 | 817,053 |
| February 1961 | 8,786 | 9,513 | 18,299 | 691,351 | 186,991 | 878,342 |
| February 1962 | 12,308 | 13,073 | 25,381 | 585,555 | 161,992 | 747,547 |
| March 1962 | 15,184 | 15,359 | 30,543 | 579,641 | 158,342 | 737,983 |
| April 1962 | 25,557 | 18,868 | 44,425 | 496,099 | 146,551 | 642,650 |
| May 1962 | 22,026 | 20,999 | 43,025 | 329,391 | 126,461 | 455,852 |
| June 1962 | 22,436 | 20,672 | 43,108 | 237,747 | 119,561 | 357,308 |
| July 1962 | 22,872 | 17,895 | 40,767 | 224,452 | 113,407 | 337,859 |
| August 1962 | 21,214 | 21,256 | 42,470 | 198,639 | 96,606 | 295,245 |
| September 1962 | 20,197 | 20,658 | 40,855 | 188,844 | 97,890 | 286,734 |
| October 1962 | 20,137 | 17,399 | 37,536 | 232,316 | 105,488 | 337,804 |
| November 1962 | 22,077 | 19,204 | 41,281 | 328,801 | 127,955 | 456,756 |
| December 1962 | 14,281 | 13,638 | 27,919 | 473,575 | 137,429 | 611,004 |
| January 1963(1) | 13,419 | 12,532 | 25,951 | 579,205 | 163,880 | 743,085 |
| February 1963(1) | 13,412 | 13,930 | 27,342 | 591,207 | 163,864 | 755,071 |

(1)Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

## TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH JANUARY 1962 - JANUARY 1963

(Source: National Employment Service, Unemployment Insurance Commission)

| Year and Month | Registrations Received | | Vacancies Notified | | Placements Effected | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| 1959—Year | 2,753,997 | 1,037,536 | 753,904 | 421,927 | 661,872 | 324,201 |
| 1960—Year | 3,046,572 | 1,107,427 | 724,098 | 404,824 | 641,872 | 316,428 |
| 1961—Year | 3,125,195 | 1,106,790 | 836,534 | 469,119 | 748,790 | 371,072 |
| 1962—Year | 3,177,423 | 1,171,111 | 1,010,365 | 544,795 | 897,285 | 438,471 |
| January 1962 | 343,460 | 109,466 | 57,373 | 35,946 | 49,668 | 26,878 |
| 1962—February | 244,177 | 75,220 | 56,595 | 30,459 | 48,546 | 22,688 |
| March | 250,908 | 81,800 | 60,933 | 37,064 | 50,161 | 27,365 |
| April | 226,940 | 79,051 | 82,893 | 40,026 | 65,841 | 29,194 |
| May | 239,245 | 95,925 | 117,362 | 51,441 | 107,811 | 38,595 |
| June | 231,507 | 100,426 | 92,346 | 48,564 | 86,218 | 39,253 |
| July | 251,079 | 114,963 | 97,147 | 56,863 | 85,399 | 49,523 |
| August | 236,921 | 104,366 | 102,784 | 63,558 | 89,871 | 50,865 |
| September | 220,755 | 98,476 | 96,217 | 50,615 | 91,653 | 42,692 |
| October | 272,614 | 103,871 | 101,603 | 45,949 | 89,619 | 38,324 |
| November | 321,696 | 113,014 | 86,859 | 43,840 | 74,957 | 33,481 |
| December | 338,121 | 94,533r | 58,253 | 40,470 | 57,541 | 39,613 |
| January 1963 | (1)331,104 | (1)111,102 | 56,086 | 35,963 | 46,669 | 28,117 |

r–Revised figures.
(1)Preliminary—subject to revision.

## TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING JANUARY 1963

(Source: National Employment Service, Unemployment Insurance Commission).

| Industry Group | Male | Female | Total | Change from January 1962 |
|---|---|---|---|---|
| **Agriculture, Fishing, Trapping** | **822** | **1,398** | **2,220** | **+ 1,500** |
| **Forestry** | **2,340** | **25** | **2,365** | **+ 73** |
| **Mining, Quarrying and Oil Wells** | **620** | **77** | **697** | **− 101** |
| Metal Mining | 294 | 18 | 312 | − 100 |
| Fuels | 180 | 25 | 205 | − 2 |
| Non-Metal Mining | 62 | 5 | 67 | + 37 |
| Quarrying, Clay and Sand Pits | 40 | 1 | 41 | + 10 |
| Prospecting | 44 | 28 | 72 | − 46 |
| **Manufacturing** | **11,662** | **8,360** | **20,022** | **+ 848** |
| Food and Beverages | 844 | 1,091 | 1,935 | + 342 |
| Tobacco and Tobacco Products | 110 | 57 | 167 | + 98 |
| Rubber Products | 83 | 76 | 159 | − 38 |
| Leather Products | 203 | 413 | 616 | + 117 |
| Textile Products (except clothing) | 477 | 457 | 934 | + 132 |
| Clothing (textile and fur) | 514 | 3,172 | 3,686 | − 221 |
| Wood Products | 1,843 | 242 | 2,085 | + 24 |
| Paper Products | 528 | 255 | 783 | − 158 |
| Printing, Publishing and Allied Industries | 382 | 362 | 744 | − 60 |
| Iron and Steel Products | 2,366 | 447 | 2,813 | + 370 |
| Transportation Equipment | 2,432 | 208 | 2,640 | + 348 |
| Non-Ferrous Metal Products | 373 | 201 | 574 | + 99 |
| Electrical Apparatus and Supplies | 470 | 577 | 1,047 | − 45 |
| Non-Metallic Mineral Products | 307 | 144 | 451 | − 41 |
| Products of Petroleum and Coal | 18 | 13 | 31 | − 6 |
| Chemical Products | 364 | 278 | 642 | + 73 |
| Miscellaneous Manufacturing Industries | 348 | 367 | 715 | − 186 |
| **Construction** | **6,665** | **194** | **6,859** | **− 1,393** |
| General Contractors | 4,267 | 119 | 4,386 | − 1,447 |
| Special Trade Contractors | 2,398 | 75 | 2,473 | + 54 |
| **Transportation, Storage and Communication** | **5,079** | **324** | **5,403** | **+ 590** |
| Transportation | 4,771 | 153 | 4,924 | + 532 |
| Storage | 245 | 38 | 283 | + 46 |
| Communication | 63 | 133 | 196 | + 12 |
| **Public Utility Operation** | **234** | **58** | **292** | **− 25** |
| **Trade** | **5,882** | **3,659** | **9,541** | **− 398** |
| Wholesale | 2,162 | 1,079 | 3,241 | − 247 |
| Retail | 3,720 | 2,580 | 6,300 | − 151 |
| **Finance, Insurance and Real Estate** | **461** | **1,031** | **1,492** | **+ 108** |
| **Service** | **12,904** | **12,991** | **25,895** | **− 2,962** |
| Community or Public Service | 856 | 1,246 | 2,102 | + 247 |
| Government Service | 7,256 | 2,006 | 9,262 | − 3,451 |
| Recreation Service | 240 | 229 | 469 | + 66 |
| Business Service | 1,314 | 857 | 2,171 | + 172 |
| Personal Service | 3,238 | 8,653 | 11,891 | + 4 |
| **GRAND TOTAL** | **46,669** | **28,117** | **74,786** | **− 1,760** |

## TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT JANUARY 31, 1963[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

| Occupational Group | Registrations for Employment | | |
|---|---|---|---|
| | Male | Female | Total |
| Professional and Managerial Workers | 10,722 | 2,262 | 12,984 |
| Clerical Workers | 22,785 | 50,503 | 73,288 |
| Sales Workers | 10,861 | 20,183 | 31,044 |
| Personal and Domestic Service Workers | 46,099 | 33,030 | 79,129 |
| Seamen | 5,185 | 106 | 5,291 |
| Agriculture, Fishing, Forestry (Ex. log.) | 9,055 | 1,043 | 10,098 |
| Skilled and Semi-skilled Workers | 267,694 | 22,562 | 290,256 |
| Food and kindred products (incl. tobacco) | 2,466 | 775 | 3,241 |
| Textiles, clothing, etc. | 3,455 | 13,711 | 17,166 |
| Lumber and lumber products | 32,941 | 174 | 33,115 |
| Pulp, paper (incl. printing) | 1,799 | 635 | 2,434 |
| Leather and leather products | 1,456 | 1,189 | 2,645 |
| Stone, clay and glass products | 958 | 46 | 1,004 |
| Metalworking | 18,493 | 1,010 | 19,503 |
| Electrical | 3,353 | 1,114 | 4,467 |
| Transportation equipment | 1,332 | 62 | 1,394 |
| Mining | 2,896 | ..... | 2,896 |
| Construction | 87,077 | 11 | 87,088 |
| Transportation (except seamen) | 51,539 | 128 | 51,667 |
| Communications and public utility | 1,415 | 4 | 1,419 |
| Trade and service | 7,816 | 2,250 | 10,066 |
| Other skilled and semi-skilled | 34,490 | 1,094 | 35,584 |
| Foremen | 6,290 | 348 | 6,638 |
| Apprentices | 9,918 | 11 | 9,929 |
| Unskilled Workers | 206,804 | 34,191 | 240,995 |
| Food and tobacco | 9,103 | 12,060 | 21,163 |
| Lumber and lumber products | 22,118 | 488 | 22,606 |
| Metalworking | 7,569 | 663 | 8,232 |
| Construction | 112,146 | 2 | 112,148 |
| Other unskilled workers | 55,868 | 20,978 | 76,846 |
| **GRAND TOTAL** | **579,205** | **163,880** | **743,085** |

[1]Preliminary—subject to revision.

## TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JANUARY 31, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

| Office | Registrations | |
|---|---|---|
| | (1) Jan. 31, 1963 | Previous Year Jan. 31, 1962 |
| **Newfoundland** | **29,739** | **27,497** |
| Corner Brook | 6,627 | 5,743 |
| Grand Falls | 3,438 | 2,565 |
| St. John's | 19,674 | 19,189 |
| **Prince Edward Island** | **6,170** | **5,907** |
| Charlottetown | 3,893 | 3,764 |
| Summerside | 2,277 | 2,143 |
| **Nova Scotia** | **35,106** | **34,653** |
| Amherst | 1,303 | 1,268 |
| Bridgewater | 2,105 | 1,899 |
| Halifax | 7,542 | 6,037 |
| Inverness | 1,349 | 1,241 |
| Kentville | 3,325 | 3,443 |
| Liverpool | 799 | 775 |
| New Glasgow | 4,874 | 4,548 |
| Springhill | 1,128 | 968 |
| Sydney | 5,126 | 7,435 |
| Sydney Mines | 2,047 | 1,871 |
| Truro | 2,063 | 1,995 |
| Yarmouth | 3,445 | 3,173 |
| **New Brunswick** | **34,634** | **34,527** |
| Bathurst | 6,128 | 6,520 |
| Campbellton | 2,744 | 2,952 |
| Edmundston | 2,580 | 2,538 |
| Fredericton | 2,495 | 2,005 |
| Minto | 473 | 498 |
| Moncton(2) | 9,385 | 9,107 |
| Newcastle | 3,422 | 3,004 |
| Saint John | 3,097 | 3,801 |
| St. Stephen | 1,695 | 1,727 |
| Sussex | 638 | 665 |
| Woodstock | 1,977 | 1,710 |
| **Quebec** | **233,704** | **221,362** |
| Alma | 3,239 | 2,832 |
| Asbestos | 945 | 880 |
| Baie Comeau | 1,656 | 1,361 |
| Beauharnois | 1,648 | 1,595 |
| Buckingham | 1,523 | 1,478 |
| Causapscal | 2,973 | 2,813 |
| Chandler | 2,705 | 2,629 |
| Chicoutimi | 3,182 | 2,891 |
| Cowansville | 526 | 647 |
| Dolbeau | 1,818 | 1,527 |
| Drummondville | 3,029 | 2,555 |
| Farnham | 715 | 739 |
| Forestville | 1,547 | 1,613 |
| Gaspé | 2,502 | 2,246 |
| Granby | 3,027 | 2,565 |
| Hull | 5,554 | 4,974 |
| Joliette | 5,391 | 5,086 |
| Jonquière | 3,700 | 3,152 |
| Lachute | 1,379 | 1,075 |
| Lac Mégantic | 1,601 | 1,417 |
| La Malbaie | 3,032 | 2,900 |
| La Tuque | 1,157 | 1,120 |
| Lévis | 4,683 | 4,886 |
| Louiseville | 1,508 | 1,496 |
| Magog | 967 | 840 |
| Maniwaki | 962 | 966 |
| Matane | 4,282 | 3,697 |
| Mont-Laurier | 1,176 | 1,344 |
| Montmagny | 2,492 | 2,405 |
| Montréal | 75,791 | 71,699 |
| New Richmond | 2,341 | 2,575 |
| Port Alfred | 1,752 | 1,471 |
| Québec | 16,011 | 15,845 |
| Rimouski | 5,367 | 5,696 |
| Rivière du Loup | 6,617 | 6,560 |
| Roberval | 1,790 | 1,929 |
| Rouyn | 2,894 | 2,537 |
| Ste. Agathe des Monts | 1,397 | 1,463 |
| Ste. Anne de Bellevue | 1,441 | 1,402 |
| Ste. Thérèse | 3,187 | 2,833 |
| St. Hyacinthe | 2,507 | 2,375 |
| St. Jean | 3,067 | 2,512 |
| St. Jérôme | 2,339 | 2,206 |
| Sept-Iles | 3,042 | 3,088 |
| Shawinigan | 5,648 | 5,404 |
| Sherbrooke | 6,469 | 5,987 |
| **Quebec**—Concluded | | |
| Sorel | 2,631 | 2,842 |
| Thetford Mines | 2,470 | 2,056 |
| Trois-Rivières | 7,047 | 6,559 |
| Val d'Or | 1,909 | 1,878 |
| Valleyfield | 3,085 | 2,713 |
| Victoriaville | 2,531 | 2,675 |
| Ville St. Georges | 3,452 | 3,328 |
| **Ontario** | **220,886** | **222,202** |
| Arnprior | 528 | 530 |
| Barrie | 1,747 | 1,760 |
| Belleville | 2,553 | 2,710 |
| Bracebridge | 1,661 | 1,795 |
| Brampton | 1,673 | 1,685 |
| Brantford | 3,314 | 3,847 |
| Brockville | 867 | 857 |
| Carleton Place | 589 | 491 |
| Chatham | 2,984 | 2,714 |
| Cobourg | 1,020 | 1,211 |
| Collingwood | 1,095 | 1,132 |
| Cornwall | 3,694 | 4,028 |
| Elliot Lake | 505 | 692 |
| Fort Erie | 909 | 872 |
| Fort Frances | 801 | 855 |
| Fort William | 3,324 | 3,426 |
| Galt | 1,475 | 1,474 |
| Gananoque | 450 | 511 |
| Goderich | 891 | 980 |
| Guelph | 1,967 | 2,258 |
| Hamilton | 15,106 | 16,306 |
| Hawkesbury | 1,279 | 1,232 |
| Kapuskasing | 1,079 | 668 |
| Kenora | 1,360 | 1,225 |
| Kingston | 2,677 | 2,855 |
| Kirkland Lake | 1,173 | 1,751 |
| Kitchener | 3,520 | 3,632 |
| Leamington | 1,322 | 1,172 |
| Lindsay | 914 | 913 |
| Listowel | 552 | 641 |
| London | 6,352 | 5,749 |
| Long Branch | 4,054 | 4,550 |
| Midland | 1,667 | 1,705 |
| Napanee | 1,033 | 979 |
| Newmarket | 1,809 | 1,842 |
| New Liskeard(3) | 633 | — |
| Niagara Falls | 3,468 | 3,367 |
| North Bay | 2,475 | 2,171 |
| Oakville | 1,017 | 1,028 |
| Orillia | 1,349 | 1,348 |
| Oshawa | 5,257 | 4,583 |
| Ottawa | 9,606 | 8,165 |
| Owen Sound | 2,503 | 2,273 |
| Parry Sound | 828 | 848 |
| Pembroke | 2,385 | 2,397 |
| Perth | 737 | 791 |
| Peterborough | 3,808 | 4,022 |
| Picton | 668 | 643 |
| Port Arthur | 4,768 | 5,049 |
| Port Colborne | 1,395 | 1,279 |
| Prescott | 1,068 | 1,117 |
| Renfrew | 767 | 746 |
| St. Catharines | 5,325 | 5,354 |
| St. Thomas | 1,314 | 1,358 |
| Sarnia | 3,001 | 3,509 |
| Sault Ste. Marie | 3,446 | 3,385 |
| Simcoe | 2,250 | 1,824 |
| Sioux Lookout(4) | ..... | 241 |
| Smiths Falls | 719 | 745 |
| Stratford | 1,043 | 1,211 |
| Sturgeon Falls | 1,195 | 1,073 |
| Sudbury | 6,081 | 4,833 |
| Tillsonburg | 748 | 603 |
| Timmins | 2,211 | 2,458 |
| Toronto | 54,528 | 54,274 |
| Trenton | 1,116 | 933 |
| Walkerton | 1,117 | 1,185 |
| Wallaceburg | 861 | 945 |
| Welland | 2,648 | 2,658 |
| Weston | 4,486 | 4,588 |
| Windsor | 9,126 | 10,918 |
| Woodstock | 995 | 1,232 |

## TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JANUARY 31, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

| Office | Registrations (1) Jan. 31, 1963 | Registrations Previous Year Jan. 31, 1962 |
|---|---|---|
| **Manitoba** | **36,664** | **35,905** |
| Brandon | 3,188 | 3,318 |
| Dauphin | 2,241 | 2,347 |
| Flin Flon | 245 | 258 |
| Portage la Prairie | 1,621 | 1,621 |
| The Pas | 585 | 482 |
| Winnipeg (4) | 28,784 | 27,879 |
| **Saskatchewan** | **27,248** | **27,612** |
| Estevan | 578 | 622 |
| Lloydminster | 644 | 685 |
| Moose Jaw | 2,075 | 2,268 |
| North Battleford | 1,720 | 1,717 |
| Prince Albert | 3,511 | 3,412 |
| Regina | 6,631 | 6,770 |
| Saskatoon | 6,459 | 6,129 |
| Swift Current | 1,338 | 1,467 |
| Weyburn | 626 | 768 |
| Yorkton | 3,666 | 3,774 |
| **Alberta** | **40,894** | **39,617** |
| Blairmore | 650 | 657 |
| Calgary | 13,051 | 11,894 |
| Drumheller | 734 | 699 |
| Edmonton | 17,279 | 17,174 |
| Edson | 472 | 576 |
| Grande Prairie | 1,041 | 991 |
| Lethbridge | 3,816 | 3,832 |
| Medicine Hat | 1,970 | 1,922 |
| Red Deer | 1,881 | 1,872 |
| **British Columbia** | **78,040** | **81,873** |
| Chilliwack | 2,472 | 2,802 |
| Courtenay | 1,546 | 1,429 |
| Cranbrook | 1,390 | 1,387 |
| Dawson Creek | 1,458 | 1,168 |
| Duncan | 910 | 1,090 |
| Kamloops | 1,813 | 2,085 |
| Kelowna | 1,851 | 2,074 |
| Kitimat | 169 | 207 |
| Mission City | 1,640 | 1,851 |
| Nanaimo | 1,316 | 1,386 |
| Nelson | 1,203 | 1,451 |
| New Westminster | 11,040 | 12,441 |
| Penticton | 2,207 | 2,306 |
| Port Alberni | 811 | 844 |
| Prince George | 1,990 | 1,725 |
| Prince Rupert | 1,923 | 1,836 |
| Princeton | 626 | 754 |
| Quesnel | 977 | 1,174 |
| Trail | 1,315 | 1,362 |
| Vancouver | 33,664 | 34,387 |
| Vernon | 2,422 | 2,735 |
| Victoria | 4,596 | 4,716 |
| Whitehorse | 701 | 663 |
| **CANADA** | **743,085** | **731,155** |
| Males | 579,205 | 570,061 |
| Females | 163,880 | 161,094 |

(1) Preliminary subject to revision.

(2) Includes 1466 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

(4) Winnipeg includes Sioux Lookout as of November 1, 1962.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432, December 1962 issue.

### TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: *Statistical Report on Operation of the Unemployment Insurance Act.* DBS

| End of: | Total | Employed | Claimants |
|---|---|---|---|
| 1962—November | 4,118,000 | 3,743,800 | 374,200* |
| October | 3,991,000 | 3,746,900 | 244,100 |
| September | 3,977,000 | 3,779,200 | 197,800 |
| August | 3,995,000 | 3,796,300 | 198,700 |
| July | 3,976,000 | 3,764,000 | 212,000 |
| June | 3,954,000 | 3,739,700 | 214,300 |
| May | 3,889,000 | 3,625,100 | 263,900 |
| April | 4,064,000 | 3,499,500 | 564,500 |
| March | 4,144,000 | 3,456,500 | 687,500 |
| February | 4,161,000 | 3,442,300 | 718,700 |
| January | 4,158,000 | 3,459,500 | 698,500 |
| 1961—December | 4,139,000 | 3,537,800 | 601,200 |
| November | 4,023,000 | 3,637,000 | 386,000 |

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

### TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, DECEMBER 1962

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act,* DBS

| Province | Claims filed at Local Offices | | | Disposal of Claims and Claims Pending at End of Month | | | |
|---|---|---|---|---|---|---|---|
| | Total* | Initial | Renewal | Total Disposed of† | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland | 18,943 | 17,094 | 1,849 | 14,503 | 12,679 | 1,824 | 9,661 |
| Prince Edward Island | 3,985 | 3,613 | 372 | 3,657 | 3,362 | 295 | 1,378 |
| Nova Scotia | 15,937 | 12,632 | 3,305 | 14,016 | 12,159 | 1,857 | 6,546 |
| New Brunswick | 16,564 | 13,446 | 3,118 | 15,680 | 13,691 | 1,989 | 5,706 |
| Quebec | 101,666 | 73,773 | 27,893 | 85,038 | 71,689 | 13,349 | 44,971 |
| Ontario | 94,379 | 65,794 | 28,585 | 83,728 | 70,572 | 13,156 | 38,025 |
| Manitoba | 14,400 | 11,149 | 3,251 | 15,771 | 13,243 | 2,528 | 4,633 |
| Saskatchewan | 10,883 | 8,658 | 2,225 | 10,340 | 8,695 | 1,645 | 4,810 |
| Alberta | 14,042 | 10,301 | 3,741 | 15,951 | 13,325 | 2,626 | 5,111 |
| British Columbia (incl. Yukon Territory) | 33,045 | 24,590 | 8,455 | 33,387 | 27,557 | 5,830 | 10,402 |
| Total, Canada, December 1962 | 323,844 | 241,050 | 82,794 | 292,071 | 246,972 | 45,099 | 131,243 |
| Total, Canada, November 1962 | 243,563 | 175,672 | 67,891 | 194,160 | 149,888 | 44,272 | 99,470 |
| Total, Canada, December 1961 | 357,873 | 265,868 | 92,005 | 331,514 | 278,999 | 52,515 | 114,248 |

* In addition, revised claims received numbered 32,325.

† In addition, 33,902 revised claims were disposed of. Of these, 3,764 were special requests not granted and 2,193 appeals by claimants. There were 10,366 revised claims pending at the end of the month.

## TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, DECEMBER 31, 1962

(Counted on last working day of the month)

SOURCE: *Statistical Report on Operation of the Unemployment Insurance Act*, DBS

| Province and Sex | Total claimants | Number of weeks on claim* (based on 20 per cent sample) | | | | | Percentage Postal | December 29, 1961 Total claimants |
|---|---|---|---|---|---|---|---|---|
| | | 1–4 | 5–13 | 14–26 | 27–39 | 40 or more | | |
| Canada | 591,965 | 362,042 | 161,725 | 45,912 | 15,926 | 6,360 | 39.6 | 601,210 |
| Male | 464,007 | 299,926 | 122,814 | 27,456 | 9,645 | 4,166 | 42.1 | 472,040 |
| Female | 127,958 | 62,116 | 38,911 | 18,456 | 6,281 | 2,194 | 30.3 | 129,170 |
| Newfoundland | 32,985 | 24,590 | 6,254 | 925 | 479 | 737 | 80.6 | 27,909 |
| Male | 30,859 | 23,632 | 5,651 | 695 | 278 | 603 | 80.3 | 26,369 |
| Female | 2,126 | 958 | 603 | 230 | 201 | 134 | 85.2 | 1,540 |
| Prince Edward Island | 6,013 | 4,836 | 914 | 210 | 53 | ..... | 80.3 | 5,910 |
| Male | 5,024 | 4,119 | 734 | 144 | 27 | ..... | 81.6 | 4,927 |
| Female | 989 | 717 | 180 | 66 | 26 | ..... | 73.7 | 983 |
| Nova Scotia | 30,896 | 19,036 | 7,707 | 2,871 | 1,000 | 282 | 56.8 | 30,259 |
| Male | 26,496 | 16,978 | 6,394 | 2,099 | 790 | 235 | 58.6 | 26,076 |
| Female | 4,400 | 2,058 | 1,313 | 772 | 210 | 47 | 46.4 | 4,183 |
| New Brunswick | 31,024 | 20,311 | 7,824 | 2,225 | 548 | 116 | 68.9 | 29,237 |
| Male | 25,661 | 17,155 | 6,415 | 1,606 | 415 | 70 | 70.2 | 24,043 |
| Female | 5,363 | 3,156 | 1,409 | 619 | 133 | 46 | 62.6 | 5,194 |
| Quebec | 179,327 | 110,239 | 48,285 | 14,153 | 5,083 | 1,567 | 35.4 | 174,500 |
| Male | 141,076 | 91,416 | 36,979 | 8,653 | 3,072 | 956 | 37.8 | 135,317 |
| Female | 38,251 | 18,823 | 11,306 | 5,500 | 2,011 | 611 | 26.4 | 39,183 |
| Ontario | 167,299 | 99,021 | 47,936 | 13,703 | 4,490 | 2,149 | 24.8 | 178,629 |
| Male | 121,810 | 76,569 | 33,840 | 7,473 | 2,513 | 1,415 | 25.3 | 132,416 |
| Female | 45,489 | 22,452 | 14,096 | 6,230 | 1,977 | 734 | 23.4 | 46,213 |
| Manitoba | 28,844 | 14,080 | 9,680 | 3,045 | 1,455 | 584 | 36.3 | 31,175 |
| Male | 22,637 | 11,958 | 7,485 | 1,967 | 952 | 275 | 39.2 | 25,039 |
| Female | 6,207 | 2,122 | 2,195 | 1,078 | 503 | 309 | 25.8 | 6,136 |
| Saskatchewan | 20,046 | 13,607 | 4,993 | 987 | 354 | 105 | 52.3 | 21,733 |
| Male | 16,555 | 11,794 | 4,035 | 472 | 193 | 61 | 55.9 | 17,898 |
| Female | 3,491 | 1,813 | 958 | 515 | 161 | 44 | 35.3 | 3,835 |
| Alberta | 29,237 | 15,652 | 10,269 | 2,438 | 645 | 233 | 60.0 | 31,826 |
| Male | 23,191 | 13,139 | 8,132 | 1,356 | 396 | 168 | 60.4 | 25,460 |
| Female | 6,046 | 2,513 | 2,137 | 1,082 | 249 | 65 | 58.5 | 6,366 |
| British Columbia | 66,294 | 40,670 | 17,863 | 5,355 | 1,819 | 587 | 30.9 | 70,032 |
| Male | 50,698 | 33,166 | 13,149 | 2,991 | 1,009 | 383 | 33.0 | 54,495 |
| Female | 15,596 | 7,504 | 4,714 | 2,364 | 810 | 204 | 24.0 | 15,537 |

NOTE: Values less than 50 subject to relatively large sampling variability

*The categories of "weeks on claim" have been revised. This table formally grouped persons on continuous claim as follows: "2 or less, 3–4, 5–8, 9–12, 13–16, 17–20 and Over 20."

## TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, DECEMBER 1962

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

| Province | Weeks Paid* | Amount of Benefit Paid $ |
|---|---|---|
| Newfoundland | 42,599 | 1,036,182 |
| Prince Edward Island | 11,175 | 241,007 |
| Nova Scotia | 64,242 | 1,438,226 |
| New Brunswick | 63,938 | 1,434,028 |
| Quebec | 383,012 | 9,338,452 |
| Ontario | 379,024 | 9,316,331 |
| Manitoba | 60,824 | 1,524,574 |
| Saskatchewan | 39,793 | 965,939 |
| Alberta | 72,389 | 1,847,732 |
| British Columbia (including Yukon Territory) | 149,739 | 3,944,118 |
| Total, Canada, December 1962 | 1,266,735 | 31,086,589 |
| Total, Canada, November 1962 | 793,921 | 18,933,673 |
| Total, Canada, December 1961 | 1,216,603 | 29,447,393 |

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

# F—Prices

## TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

| — | Total | Food | Housing | Clothing | Transportation | Health and Personal Care | Recreation and Reading | Tobacco and Alcohol |
|---|---|---|---|---|---|---|---|---|
| 1959—Year | 127.2 | 122.2 | 131.5 | 109.7 | 140.5 | 151.0 | 144.4 | 113.8 |
| 1960—Year | 128.4 | 122.6 | 132.9 | 111.0 | 141.1 | 154.8 | 145.6 | 115.8 |
| 1961—Year | 129.2 | 124.0 | 133.2 | 112.5 | 140.6 | 155.3 | 146.1 | 116.3 |
| 1962—Year | 130.7 | 126.2 | 134.8 | 113.5 | 140.4 | 158.3 | 147.3 | 117.8 |
| 1962—February | 129.8 | 125.0 | 134.0 | 111.8 | 140.7 | 157.2 | 146.7 | 117.2 |
| March | 129.7 | 124.4 | 134.0 | 112.9 | 139.9 | 157.2 | 146.7 | 117.5 |
| April | 130.3 | 125.8 | 134.0 | 113.2 | 140.2 | 158.1 | 146.6 | 117.9 |
| May | 130.1 | 124.5 | 134.5 | 112.8 | 140.4 | 158.2 | 147.1 | 117.9 |
| June | 130.5 | 125.6 | 134.9 | 113.1 | 140.4 | 158.2 | 147.0 | 117.9 |
| July | 131.0 | 127.0 | 135.1 | 112.9 | 140.7 | 158.4 | 147.8 | 117.9 |
| August | 131.4 | 128.4 | 135.1 | 112.7 | 140.8 | 158.2 | 147.8 | 118.0 |
| September | 131.0 | 126.8 | 135.2 | 113.3 | 140.3 | 158.2 | 147.6 | 118.0 |
| October | 131.5 | 127.2 | 135.4 | 115.6 | 139.9 | 160.0 | 147.8 | 118.0 |
| November | 131.9 | 127.7 | 135.6 | 116.0 | 140.6 | 159.8 | 148.2 | 117.8 |
| December | 131.9 | 127.8 | 135.7 | 115.8 | 140.2 | 159.8 | 148.2 | 117.8 |
| 1963—January | 132.0 | 129.0 | 135.9 | 114.7 | 139.8 | 159.8 | 148.6 | 117.8 |
| February | 132.1 | 129.4 | 135.9 | 114.8 | 139.6 | 159.9 | 148.6 | 118.0 |

## TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1963

(1949=100)

| — | All Items | | | Food | Housing | Clothing | Transportation | Health and Personal Care | Recreation and Reading | Tobacco and Alcohol |
|---|---|---|---|---|---|---|---|---|---|---|
| | Jan. 1962 | Dec. 1962 | Jan. 1963 | | | | | | | |
| [1]St. John's, Nfld. | 116.4 | 118.1 | 118.3 | 112.6 | 114.7 | 112.0 | 123.5 | 155.0 | 152.9 | 101.1 |
| Halifax | 129.3 | 130.8 | 130.9 | 123.7 | 134.3 | 124.8 | 139.5 | 163.2 | 165.2 | 124.5 |
| Saint John | 130.5 | 131.9 | 132.4 | 127.4 | 131.8 | 122.8 | 143.9 | 184.8 | 151.1 | 124.5 |
| Montreal | 130.2 | 132.3 | 132.4 | 135.4 | 134.6 | 106.5 | 160.7 | 169.0 | 144.2 | 118.7 |
| Ottawa | 130.9 | 132.7 | 132.9 | 129.1 | 137.5 | 119.8 | 150.9 | 163.8 | 142.4 | 123.8 |
| Toronto | 131.6 | 133.0 | 133.5 | 127.5 | 139.7 | 120.6 | 131.9 | 156.0 | 185.4 | 121.8 |
| Winnipeg | 128.7 | 130.1 | 130.0 | 128.4 | 129.5 | 120.0 | 135.1 | 173.3 | 139.8 | 120.4 |
| Saskatoon-Regina | 126.5 | 128.3 | 128.3 | 125.6 | 127.3 | 128.1 | 136.8 | 145.0 | 147.0 | 119.5 |
| Edmonton-Calgary | 125.7 | 127.4 | 127.5 | 122.7 | 127.5 | 125.5 | 131.0 | 162.8 | 145.7 | 119.5 |
| Vancouver | 130.1 | 130.6 | 131.1 | 128.6 | 135.9 | 117.6 | 137.3 | 150.3 | 147.8 | 121.0 |

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

### TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

| Month of Year | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year | | | |
|---|---|---|---|---|---|
| | | Strikes and Lockouts | Workers Involved | Duration in Man-Days | |
| | | | | Man-Days | Per Cent of Estimated Working Time |
| 1958 | 253 | 262 | 112,397 | 2,872,340 | 0.24 |
| 1959 | 203 | 218 | 100,127 | 2,286,900 | 0.19 |
| 1960 | 268 | 274 | 49,408 | 738,700 | 0.06 |
| 1961 | 272 | 287 | 97,959 | 1,335,080 | 0.11 |
| *1962 | 291 | 312 | 74,346 | 1,417,620 | 0.10 |
| *1962: January | 20 | 40 | 9,174 | 85,420 | 0.08 |
| February | 15 | 44 | 10,855 | 72,070 | 0.07 |
| March | 30 | 46 | 12,426 | 143,800 | 0.14 |
| April | 18 | 40 | 12,328 | 142,770 | 0.14 |
| May | 23 | 45 | 17,333 | 139,700 | 0.12 |
| June | 27 | 53 | 14,545 | 260,650 | 0.23 |
| July | 24 | 47 | 16,775 | 133,650 | 0.11 |
| August | 35 | 54 | 11,531 | 74 540 | 0.07 |
| September | 23 | 48 | 10,482 | 116,350 | 0.10 |
| October | 21 | 42 | 9,957 | 108,040 | 0.10 |
| November | 29 | 49 | 9,565 | 76,740 | 0.07 |
| December | 13 | 29 | 3,641 | 56,660 | 0.05 |
| *1963: January | 9 | 24 | 4,559 | 79,780 | 0.07 |

* Preliminary.

### TABLE G-2—STRIKES AND LOCKOUTS, BY INDUSTRY, JANUARY 1963

(Preliminary)

| Industry | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|
| Forestry | 2 | 1,515 | 22,730 |
| Mines | 1 | 160 | 340 |
| Manufacturing | 11 | 2,585 | 54,060 |
| Construction | 4 | 185 | 1,150 |
| Transpn. and utilities | 1 | 12 | 260 |
| Trade | 3 | 51 | 830 |
| Finance | ... | ... | ... |
| Service | ... | ... | ... |
| Public administration | 2 | 51 | 410 |
| All industries | 24 | 4,559 | 79,780 |

### TABLE G-3—STRIKES AND LOCKOUTS, BY JURISDICTION, JANUARY 1963

(Preliminary)

| Jurisdiction | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|
| Newfoundland | ... | ... | ... |
| Prince Edward Island | ... | ... | ... |
| Nova Scotia | 1 | 23 | 210 |
| New Brunswick | ... | ... | ... |
| Quebec | 7 | 2,596 | 50,940 |
| Ontario | 10 | 1,801 | 25,390 |
| Manitoba | ... | ... | ... |
| Saskatchewan | ... | ... | ... |
| Alberta | 1 | 24 | 700 |
| British Columbia | 5 | 115 | 2,540 |
| Federal | ... | ... | ... |
| All jurisdictions | 24 | 4,559 | 79,780 |

## TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1963

(Preliminary)

| Industry — Employer — Location | Union | Workers Involved | Duration in Man-Days | | Starting Date — Termination Date | Major Issues ~ Result |
|---|---|---|---|---|---|---|
| | | | January | Accumulated | | |
| FORESTRY | | | | | | |
| Kimberly-Clark Pulp & Paper, Long Lac and Geraldton, Ont. | Carpenters Loc. 2693 (AFL-CIO/CLC) | 365 | 5,480 | 5,480 | Jan. 14 ..... | Wages, hours~ |
| Spruce Falls Power & Paper (Woodlands Div.), Kapuskasing area, Ont. | Carpenters Loc. 2995 (AFL-CIO/CLC) | 1,150 | 17,250 | 17,250 | Jan. 14 ..... | Wages, hours~ |
| MINES | | | | | | |
| *Non-Metal* | | | | | | |
| National Asbestos Mines, Thetford Mines, Que. | Mining Employees' Federation (CNTU) | 160 (30) | 340 | 340 | Jan. 3 Jan. 5 | Wages in a reclassification scheme ~ Retroactive wage increase of 3½% in 1962, 2½% in 1963 and a further 3% in 1964. |
| MANUFACTURING | | | | | | |
| *Food and Beverages* | | | | | | |
| James Strachan Bakery, Montreal, Que. | Bakery Workers Loc. 55 (CLC) | 150 | 1,380 | 1,380 | Jan. 19 ..... | Wages, hours~ |
| Wonder Bakeries, Montreal, Que. | Bakery Workers Loc. 55 (CLC) | 150 | 1,000 | 1,000 | Jan. 23 ..... | Wages~ |
| *Primary Metals* | | | | | | |
| Quebec Iron & Titanium, Tracy, Que. | Metal Trades' Federation (CNTU) | 745 | 19,370 | 105,730 | Aug. 28 ..... | New agreement~ |
| *Chemical Products* | | | | | | |
| Shawinigan Chemicals, Shawinigan, Que. | CNTU—chartered local.. | 1,285 (40) | 27,760 | 152,570 | Aug. 17 ..... | Management rights, job evaluation, seniority rights~ |

Figures in parentheses indicate the number of workers indirectly affected.